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ABSTRACT

An occupational survey comparing active duty and Reserve Forces nurses was conducted to support a Nursing Resources Study Group gathering information on current and future nurse requirements. Job inventory booklets were sent to chief nurses at Reserve and Air National Guard locations which were administered during unit training meetings. Returned job inventory booklets from 452 AF Reserve nurse and 160 Air National Guard nurses were compared to tasks performed by 1,332 randomly selected active duty nurses. Comparative evaluations of job content were formulated for the following areas: (1) duty AF specialty code (DAFSC), (2) job typing analysis, (3) flight category, (4) operating room category, (5) anesthetist category, (6) inpatient category, (7) obstetric nurse category, (8) outpatient category, (9) psychiatric category, and (10) administrative category. Two observations based on the findings are: (1) the assignment of an AF Reserve or Air National Guard nurse outside the U.S. is an extreme rarity, and (2) many Reserve and Air National Guard personnel are utilized primarily in a training capacity in both on-the-job training and classroom situations. The occupational analysis is supplemented by three tables. (Author/EC)

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OCCUPATIONAL ANALYSIS OF AIR FORCE RESERVE AND AIR NATIONAL GUARD NURSES

By

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November 1975
Final Report for Period January 1974 – July 1975

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The purpose of this study was to complete an occupational analysis comparing active duty and Reserve Forces nurses to provide insight into future nurse requirements. This is one of a series of reports concerning the Air Force's health care delivery system and marked the initial application of job inventory methodology to non-active duty forces. A sample of 452 Air Force Reserve nurses, 160 Air National Guard nurses, and 1,332 randomly selected active duty nurses was used for the analysis. The data were analyzed by use of the Comprehensive Occupational Data Analysis Program (CODAP). Comparative evaluations of job content for the three nursing groups were performed, and job types identified based on the occupational analysis. This data should assist in identifying work areas in which these forces can be optimally utilized without additional training, and areas requiring remedial training if called to active duty.

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OCCUPATIONAL ANALYSIS OF AIR FORCE RESERVE AND AIR NATIONAL GUARD NURSES

I. INTRODUCTION

An occupational survey of Air Force nurses was conducted by the Occupational Research Division, Air Force Human Resources Laboratory (AFHRL), Lackland AFB, Texas, in 1971 to provide support to a Nursing Resources Study Group, established by the Air Force Surgeon General, engaged in a comprehensive study of current and future nurse requirements. The purpose of the survey was to provide data for an occupational analysis of tasks performed by active duty and Reserve Forces nurses. Job inventory booklets were forwarded to chief nurses at Reserve and Air National Guard (ANG) locations provided by the Nursing Resources Study Group. The inventory was administered by the chief nurses during unit training meetings, and returned to AFHRL. Active duty nurses were surveyed by Consolidated Base Personnel Offices (CBPOs) in accordance with AFM 35-2, Occupational Analysis. This survey marked the initial application of job inventory methodology to non-active duty forces.

Due to computer limitations it was necessary to divide the data into separate analyses for active duty and Reserve Forces nurses. The results from the active duty nurse analysis were delivered to the Nursing Resources Study Group as they were completed. This report is an overview of the analysis results of Air Force Reserve and Air National Guard Nurses, including a comparative evaluation of the job content for these personnel with active duty nurses. Data contained herein should assist in identifying work areas in which these forces can be optimally utilized without additional training, and areas requiring remedial training if called to active duty. This information is vital to effective total force management.

II. METHOD

Sample

Sample size was restricted to 1,996 cases because of computer program limitations. All returned job inventory booklets, from 452 Air Force Reserve nurses and 160 Air National Guard nurses, were included in the analysis. The tasks performed by these groups were compared to those performed by 1,332 randomly selected active duty nurses. Comparisons on selected factors such as duty Air Force specialty code (DAFSC), total months in DAFSC, Total active federal military service (TAFMS), military assignment, education, grade, number of subordinates, and command indicated the randomly selected sample was representative of the total active group (N = 2,494). Fifty-two cases in the analysis were uncategorized due to incomplete data.

DAFSC Group Analysis

Comprehensive Occupational Data Analysis Program (CODAP) techniques were employed to complete the job analysis (Christal, 1973). CODAP is capable of producing consolidated job descriptions for any group defined by job inventory item responses. These descriptions reflect the (a) percent of members performing each duty and task, (b) average percent time spent by members performing, (c) average time spent by all members, and (d) the cumulative average percent time spent by all members for each duty, or functional area, and tasks in the job inventory. For this study, special groups were created for active duty, Reserve, and Air National Guard nurses, and composite job descriptions produced for each group. These composite job descriptions are based on group averages, and may obscure the existence of meaningful subgroups. This was the case in DAFSC 976X, Flight Nurse. Only about four percent of the total active duty respondents held this DAFSC, but 38 percent of the Reserve, and 68 percent of the ANG nurses were in this category. As a result, tasks performed by Flight Nurses were inconspicuous in the active duty nurse composite job description, while these tasks were the most prominent of the ANG description. To provide more meaningful descriptions, the three military status groups were broken into DAFSC subgroups and separate composite job descriptions were computed.

To aid in identifying areas of similarity/disimilarity between two groups, difference comparisons can be made between the groups' job descriptions. The CODAP program calculates and reports these differences

in terms of percent of members performing each task. Difference descriptions were computed for the Reserve, Guard, and active duty subgroups within each DAFSC.

Each group was compared on responses to background information questions using the CODAP variable summary program. This program reports frequency counts, and computes means and standard deviations for specified background variables. In addition, the Average Task Difficulty Per Unit Time Spent (ATDPUTS), a computed index of the difficulty of work performed, was computed for each group. The method for obtaining this estimate from nurse supervisors' task ratings is explained by McFarland (1974).

Identification of Job Types

A clustering analysis was accomplished to group people who perform common jobs, independent of personnel categories. These groups are called Job Types. Computational methods of clustering are described by Christal and Ward (1967). These clusters are identified by six-character identification numbers assigned by the computer, for example, GPO381 Flight Nurse.

After job types have been identified, data concerning these groups can be reported in the same manner as the DAFSC groups in the preceding section.

III. RESULTS

DAFSC Group Analysis

Table 1 contains background and job data describing 1,900 nurses. Ninety-six members of the total sample were excluded because of incomplete data. Air National Guard nurses are found only in the General and Flight Nurse specialties. The top 25 tasks of the composite job descriptions, for each of these fourteen special groups, are included in Appendix A. The main features of the results are summarized as follows:

Administrative Nurse DAFSC 971X. Administrative nurses have the highest average grade level of any of the DAFSC groups. Reported career intent is near the upper limit of the one to seven scale. Task difficulty for both groups is high, as indicated in Table 1, and they reported high job interest. Both groups self-reported proficiency with a wide range of equipment.

SPC005 Active Duty Administrative Nurse. This group is assigned primarily to hospitals. Administrative work in a hospital appears to be more complex than in other types of medical units, which could account for the greater variety of tasks performed by this group. Active duty administrative nurses hold the highest average grade (4.7) of any of the DAFSC groups, and feel well utilized. The majority of time spent by this group is in the areas of evaluation and supervision, followed by the performance of general hospital administrative functions.

SPC006 Reserve Administrative Nurse. This relatively small group of nurses is assigned primarily to medical service squadrons or hospitals. They perform fewer tasks, and reported a lower felt utilization rating than the previous group. As expected from their assignment locations, this group spends much of their time on aeromedical nursing tasks and education, followed by general administrative functions. This dissimilarity in task emphasis is the primary difference between Active Duty and Reserve administrative nurses.

Psychiatric Nurse DAFSC 972X. Psychiatric nurses, as indicated in Table 1, constitute the smallest DAFSC groups in the survey. Both job interest and career intent ratings for active and Reserve members vary widely. Task difficulty for both groups is somewhat low, and their average grade level is the lowest of any of the DAFSC groups.

SPC008 Active Duty Psychiatric Nurse. This group of 22 nurses is assigned entirely to hospitals. They perform a wide range of tasks, many of which involve patient/nurse interaction, and reported high career intent and job interest ratings. They are the only group in the analysis in which the majority of members are assigned overseas. Seven members of this group hold nursing degrees.

SPC009 Reserve Psychiatric Nurse. The four Reserve psychiatric nurses, as indicated in Table 1, have the lowest average grade of any of the DAFSC groups. Their expressed proficiency with a wide range of equipment is low. Much of their time is spent on general and aeromedical nursing tasks, with relatively little time spent on tasks involving patient/nurse interaction. This group does not feel well utilized, and their job

Table 1. Descriptive Data – DAFSC Subgroups

DAFSC	Group ID	Title	N	Avg. No. Tasks Performed	ATDPUTS	% Time Spent Top 25 Tasks	Avg. Grade	Avg. Mo. Util Fld.	% Inside CONUS	Felt Util.	Job Interest	Career Intent
971X	SPC 005	Act. Admin.	99	158	5.14	20.75	4.7	123	79.8	5.1	6.0	7.0
	SPC 006	Res. Admin.	22	107	5.10	27.51	4.4	87	100.0	4.4	5.9	6.4
972X	SPC 008	Act. Psych.	22	186	4.67	21.90	2.8	60	45.4	4.2	6.0	5.2
	SPC 009	Res. Psych.	4	137	4.89	18.99	2.5	23	100.0	3.8	4.5	2.5
973X	SPC 011	Act. Op. Rm.	110	166	4.66	20.40	3.2	92	81.8	4.3	5.1	5.0
	SPC 012	Res. Op. Rm.	26	165	4.66	15.44	3.7	78	100.0	3.3	4.6	5.6
974X	SPC 014	Act. Anes.	103	163	5.04	25.94	3.4	83	81.6	5.6	6.2	5.8
	SPC 015	Res. Anes.	10	202	5.09	20.74	3.4	103	100.0	4.6	5.7	6.2
975X	SPC 017	Act. Gen.	930	205	4.47	14.69	2.7	57	74.7	3.8	5.0	4.1
	SPC 018	Res. Gen.	199	148	4.61	16.23	3.1	69	98.5	3.5	4.9	4.8
	SPC 019	NG Gen.	46	102	4.71	24.33	3.0	64	93.5	3.0	4.7	4.6
976X	SPC 020	Act. Flt.	50	128	4.85	17.47	3.6	88	58.0	4.3	5.7	5.6
	SPC 021	Res. Flt.	170	124	4.70	22.32	2.9	48	98.8	3.8	5.4	4.6
	SPC 022	ANG Flt.	109	103	4.76	26.12	2.9	49	100.0	3.5	5.0	3.7

interest ratings are also the lowest of any of the DAFSC groups. This may explain their extremely low career intent ratings. Still, this is an exceptionally small group, and few positive conclusions can be reached regarding the members.

Operating Room Nurse DAFSC 973X. Active duty and Reserve operating room (OR) nurses have slightly above average grade levels and are highly proficient with a wide range of equipment. These groups are very similar in number of tasks performed, average task difficulty, and career intent.

SPC011 Active Duty Operating Room Nurse. This group of 110 nurses is assigned duty primarily in hospitals. They feel well utilized and expressed high job interest. Nine percent of these nurses hold bachelor degrees in nursing. They perform a wide range of relatively difficult operating room and central sterile supply tasks.

SPC012 Reserve Operating Room Nurse. These nurses (N = 26) are assigned primarily to medical service units and hospitals. Thirty-one percent hold Bachelor degrees in nursing. Their career intent ratings are higher than those for active duty OR nurses. Analysis shows that Reserve OR nurses do comparatively few operating room related tasks, but rather perform tasks in the general nursing and education areas. This may help explain their low felt utilization ratings.

Anesthetist Nurse DAFSC 974X. Anesthetists perform a large variety of tasks. Although average task difficulty for these nurses is not the highest in the survey, of the ten tasks in the job inventory judged most difficult, six are in the anesthetist area. Both groups reported high job interest and proficiency with a wide range of equipment.

SPC014 Active Duty Anesthetist Nurse. As indicated in Table 1, members of this group reported the highest felt utilization and job interest ratings of any of the DAFSC groups. Active duty anesthetists are assigned almost entirely to hospitals. They spend most of their time on anesthesia or anesthesia-related tasks, and reported high career intent ratings.

SPC015 Reserve Anesthetist Nurse. Due to the very small size of this group (N = 10), it is difficult to draw definite conclusions concerning it. Reserve anesthetist nurses are assigned primarily to medical service squadrons, where they perform a wide variety of tasks. They spend less time on anesthesia tasks than the active duty group, but concentrate more in the administrative, education, and community health areas. Nine of these nurses are also anesthetists in their civilian jobs; the tenth member works in the operating room.

General Nurse DAFSC 975X. This is the first of two DAFSCs in which Air National Guard nurses are represented. Differences between the three military status groups of this DAFSC stem primarily from the type of unit assignments which characterize each group.

SPC017 Active Duty General Nurse. As indicated in Table 1, this is the largest single DAFSC group in the survey. Active duty general nurses feel poorly utilized and reported the lowest career intent of any of the General nurse groups. They perform the widest variety and lowest average difficulty tasks of any of the DAFSC groups. They reported proficiency with a large number of equipment items. The majority of time spent by this group is in the area of general nursing, although there is also an emphasis on administrative tasks. Active duty general nurses are assigned primarily in hospitals, with about 25 percent stationed overseas.

SPC018 Reserve General Nurse. This group of 199 nurses is assigned principally to medical service units and hospitals. While Reserve general nurses reported lower felt utilization and job interest ratings than did active duty general nurses, their career intent is relatively high. They have a higher grade level than SPC017. Analysis shows this group performs an average of 148 low difficulty tasks. They reported familiarity with a wide range of equipment. Reserve general nurses divide their time between general nursing and educational duties, with some emphasis on on-the-job training.

SPC019 Air National Guard General Nurse. Air National Guard general nurses are of a medium grade level and reported lower felt utilization and job interest than either the active duty or Reserve general nurses. They are assigned primarily to dispensaries, followed by aeromedical evacuation squadrons and hospitals. Their duties reflect their assignments, with task concentration on community health, aeromedical evacuation, and classroom instruction. This group performs the narrowest variety of tasks of any of the DAFSC groups in the survey.

Flight Nurse, DAFSC 976X. Flight nurses, across the groups studied, have a relatively low grade level and do not perform a wide range of tasks. Approximately one third of the nurses in each group hold bachelor degrees. Flight nurses expressed average job interest, but career intent ratings vary widely.

SPC020 Active Duty Flight Nurse. Active duty flight nurses have spent an average of 88 months in their utilization field, approximately twice as long as either of the other flight nurse groups. They are assigned primarily to aeromedical evacuation squadrons and hospitals, with a large percentage (42%) assigned overseas. Analysis shows they perform primarily aeromedical evacuation duties, with secondary emphasis on general and administrative tasks.

SPC021 Reserve Flight Nurse. As indicated in Table 1, this is the largest flight nurse group (N = 170). Reserve flight nurses are assigned principally to aeromedical evacuation squadrons and flights, and reported proficiency with a wide range of equipment. Their average task difficulty ratings are the lowest of any of the flight nurse groups. Reserve flight nurses spend most of their time on general and administrative duties, with many "prepare " and "administer" tasks. There is also a small emphasis on educational duties.

SPC022 Air National Guard Flight Nurse. Air National Guard flight nurses are assigned entirely to aeromedical evacuation flights and squadrons, and reported the lowest felt utility and career intent ratings of the flight nurse groups. They have low task difficulty levels and a low grade average. While relatively proficient with a wide range of equipment, analysis shows they spend most of their time on educational duties, with emphasis on training non-medical personnel in emergency nursing procedures.

Job Typing Analysis

The analysis of clusters resulted in the identification of 27 job types which fit eight conventional categories as reported in Table 2. To facilitate discussion, a descriptive title was given to each group. These titles were derived from reported job titles or assignments, and in some cases were based on task descriptions. Group job descriptions for these 27 job types are included in Appendix B. The jobs and backgrounds of 1,709 nurses form the data base for this analysis. Data from 287 respondents were excluded due to missing or erroneous information, or because of the performance of unique jobs.

Flight Category

This category contains five flight nurse job types assigned to aeromedical evacuation. The primary emphasis of the jobs performed by these groups involves nursing care for all types of patients during aeromedical evacuation. This is the only category in which Reserve or Air National Guard nurses outnumber the active duty members.

GP0293 Inflight Nurse. Forty percent (N = 20) of the active duty flight nurses in the sample are found in this group. Typically assigned to an aeromedical evacuation squadron or flight, the group members perform tasks related to inflight patient care or tasks preparatory to immediate flight.

GPO381 Flight Nurse. This group very closely resembles the preceding group on background and job data, Table 3. The differences are the higher percentage of reserves and the wider variety of tasks performed by this group. Although inflight tasks are also performed by these nurses, more time is spent on general patient care and tasks related to flight planning and preparation than GPO293.

GPO403 Chief Flight Nurse. Most members of this group function as Nurse Administrator/Supervisor of an aeromedical evacuation unit or Air Reserve unit (flying). In this capacity they provide for nursing care of patient evacuees, as well as management of aeromedical evacuation functions. As in supervisory groups of other categories, the felt utilization, job interest, and career intent of this group is above average.

GPO139 Flight Training Nurse. This is a small and rather heterogeneous group of Reserve and Air National Guard flight nurses who spend most of their time on aeromedical nursing and education tasks, though only one member reported an instructor job title. The group's job interest (Table 3) is quite high considering the average number of tasks performed is only 69. This may be because the task difficulty rating is higher for this group than for any but the Administrative Nurse category.

GPOO23 Aeromedical Evacuation Nurse. Although this group does not meet the criteria of a true job type, as specified by Archer (1966), it has been included because of its large membership and military status composition. Eighty-two percent of the members are assigned to aeromedical units, and the job

Table 2. **Military Status and DAFSC Distributions – Job Types**

Category	Group ID	Description	N	Military Status Distribution				DAFSC Distribution—Job Types						
				% Act.	% Res.	% ANG	% Status Unknown	% Admin. 971X	% Psych. 972X	% Op. Rm. 973X	% Anes. 974X	% Gen. 975X	% Flt. 976X	% DAFSC Unknown
Flight	GP0293	Inflight Nurse	77	26.0	41.6	31.2	1.2	.0	.0	.0	.0	3.9	88.3	7.8
	GP0381	Flight Nurse	85	14.1	61.2	18.8	5.9	.0	.0	.0	1.2	5.9	88.2	4.7
	GP0403	Chief Flight Nurse	26	15.3	46.2	30.8	7.7	11.5	.0	.0	.0	.0	88.5	.0
	GP0139	Flight Training Nurse	12	.0	66.6	16.7	16.7	.0	.0	.0	.0	8.3	91.7	.0
	GP0023	Aeromed. Evac. Nurse	107	12.1	46.7	37.5	3.7	1.9	.9	.9	.0	17.7	77.7	.9
Op. Room	GP0323	Op. Rm. Staff Nurse	27	88.9	11.1	.0	.0	.0	.0	81.5	.0	3.7	3.7	11.1
	GP0398	Op. Rm. Nurse	88	90.9	5.7	.0	3.4	.0	.0	94.3	.0	3.4	.0	2.3
Anes.	GP0214	Anesthetist	119	88.2	10.1	.0	1.7	.8	.8	2.5	84.1	5.9	1.7	4.2
Inpatient	GP0898	Head/Staff Nurse	78	78.2	14.2	3.8	3.8	3.9	1.3	2.6	1.3	79.4	5.1	6.4
	GP0672	Hospital Staff Nurse	498	90.3	8.0	.0	1.7	.2	.2	.2	.2	97.3	.2	1.7
	GP0468	Ward Staff Nurse	76	85.5	13.2	.0	1.3	.0	.0	.0	.0	94.7	.0	5.3
	GP0539	Charge Nurse	37	83.8	16.2	.0	.0	2.7	10.8	.0	.0	78.4	.0	8.1
	GP0133	Gen. Duty Staff Nurse	33	42.4	57.6	.0	.0	.0	.0	3.0	.0	90.9	.0	6.1
	GP0331	Casuality Staging Nurse	17	52.9	41.2	.0	5.9	11.8	.0	.0	.0	76.4	11.8	.0
Obstet.	GP0717	Obstetric Nurse	129	96.9	2.3	.0	.8	.0	.0	.8	.0	96.1	.0	3.1
	GP0439	Delivery Room Nurse	50	96.0	2.0	.0	2.0	.0	.0	.0	.0	100.0	.0	.0
	GP0218	Newborn Nursery Nurse	13	91.4	7.6	.0	.0	.0	.0	.0	.0	100.0	.0	.0
Outpatient	GP0375	Gynecology Clinic Nurse	22	100.0	.0	.0	.0	.0	.0	.0	.0	95.5	.0	4.5
	GP0390	Chg. Nurse/Sup. AF Clinic	32	90.7	9.3	.0	.0	28.2	.0	.0	.0	65.5	.0	6.3
	GP0348	Clinic/Em. Room Nurse	16	81.2	18.8	.0	.0	.0	.0	.0	.0	87.5	.0	12.5
	GP0057	Outpt. Screening Nurse	39	81.1	12.7	2.6	2.6	.0	.0	5.1	.0	94.9	.0	.0
	GP0410	Overseas Disp. Nurse	15	100.0	.0	.0	.0	.0	.0	.0	.0	100.0	.0	.0
	GP0081	Dispensary Nurse	53	5.7	43.3	45.3	5.7	.0	.0	1.9	.0	84.9	1.9	11.3
Psych.	GP0197	Psychiatric Nurse	25	80.0	16.0	.0	4.0	.0	60.0	.0	.0	36.0	.0	4.0
Admin.	GP0217	Chf. Nurse, Air Res. Unit	30	13.3	86.7	.0	.0	43.3	.0	.0	3.3	43.3	10.1	.0
	GP0233	Chief Nurse, Hospital	81	93.8	3.7	2.5	.0	80.4	.0	1.2	.0	11.1	6.1	1.2
	GP0094	Training Officer	14	0	92.9	7.1	.0	.0	.0	14.3	.0	78.6	.0	7.1

Table 3 **Descriptive Data – Job Types**

Group ID	N	Avg. No. Tasks	ATDPUTS	$ Performing Top 25 Tasks	% Time Spent Top 25 Tasks	Avg. Grade	Avg. Mo. Util Fld.	% Inside CONUS	Felt Util.	Job Interest	Career Intent
GP0293	77	105	4.60	83.12	26.27	3.0	52	87.0	3.8	5.4	4.5
GP0381	85	188	4.69	91.76	15.66	2.9	54	89.4	4.1	5.6	4.9
GP0403	26	189	5.01	92.51	13.65	3.7	90	84.6	4.4	5.5	5.5
GP0139	12	69	5.02	66.67	33.52	2.8	57	100.0	4.0	5.9	5.0
GP0023	107	40	4.69	35.51	36.05	2.8	38	95.3	3.3	4.8	3.5
GP0323	27	87	4.50	77.78	36.22	2.7	40	77.8	3.8	4.8	3.9
GP0398	88	181	4.66	92.05	19.73	3.4	101	84.1	4.3	5.2	5.2
GP0214	119	137	5.01	91.60	26.60	3.3	78	83.2	5.4	6.1	5.6
GP0898	78	338	4.64	97.44	8.61	3.2	82	87.2	4.6	5.6	5.3
GP0672	408	216	4.37	95.83	14.36	2.5	41	73.8	3.6	4.7	3.5
GP0468	76	125	4.19	88.16	25.22	2.2	37	86.8	3.6	4.7	3.3
GP0539	37	220	4.65	94.59	15.14	3.9	124	73.0	4.7	5.5	6.1
GP0133	33	71	4.21	60.61	29.44	2.3	36	97.0	3.0	4.9	3.6
GP0331	17	142	4.38	88.24	19.05	2.9	60	82.4	3.4	4.5	3.5
GP0717	129	229	4.49	96.90	14.14	2.7	58	74.4	4.2	5.2	4.4
GP0439	50	132	4.33	92.00	21.87	2.3	32	86.0	3.5	4.8	3.3
GP0218	13	118	4.37	84.62	21.85	2.2	34	84.6	3.8	5.2	3.2
GP0375	22	167	4.68	90.91	19.06	3.3	73	68.2	4.2	5.5	5.0
GP0390	32	210	4.76	87.50	14.59	3.8	103	78.1	4.3	5.8	5.9
GP0348	16	132	4.57	81.25	20.94	3.1	106	68.8	3.6	5.2	5.1
GP0057	39	60	4.64	46.15	33.97	3.2	78	76.9	4.1	5.4	4.9
GP0410	15	159	4.23	93.33	18.53	2.6	69	33.3	3.1	4.0	4.3
GP0081	53	103	4.71	62.26	25.03	3.2	71	94.3	3.3	5.0	5.1
GP0197	25	107	4.59	80.00	29.18	2.5	4.6	44.0	3.5	5.4	4.4
GP0217	30	79	5.32	73.33	32.50	4.2	128	100.0	4.7	6.1	6.5
GP0233	81	170	5.17	88.89	21.93	4.8	136	81.5	5.2	6.0	6.9
GP0094	14	94	5.06	57.14	32.19	3.7	112	100.0	2.6	4.6	5.9

emphasis is on aeromedical nursing. There remains, however, a lack of communality of the tasks being performed. Because of this, and the very low average of 40 tasks performed, it is difficult to reach any additional conclusions regarding this group.

Operating Room Category

The operating room cluster contains mostly active duty nurses typically assigned to hospitals. There are no Air National Guard nurses in this category, and nearly all Reserve members are assigned to medical service units. The two job types in this category are sharply divided by experience in their utilization field.

GPO323 Operating Room Staff Nurse. Chiefly confined to the operating room itself, this group represents the "core" of their specialty. The relatively few tasks they perform are mainly directed toward preparing the surgical unit or patient for an operation, and assisting during operations. The top twenty-five tasks of the group account for over thirty-six percent of the time spent by the members.

GPO398 Operating Room Nurse. A small number of nurses in this group are assigned to either central sterile supply or the recovery room, but most are assigned operating room duty. This is a group of Head Nurses, Supervisors of USAF Hospitals, and Staff Nurses. They perform the tasks of the previous group in addition to those involving management of operating room activities and giving general nursing care. This group is in the operating room also, but is not so restricted to the location as the previous group.

Anesthetist Category

GPO214 Anesthetists. Included in this job type are charge nurses, anesthetists, student nurses, and a very small group of Recovery Room nurses. Nearly ninety percent of the group members are active duty nurses assigned to hospitals. The ten percent Reserve nurses (Table 2) are at medical service units. This group expressed the highest felt utilization and job interest of any cluster in the analysis. The primary job of the members is to monitor patient reactions while administering various anesthetic agents.

Inpatient Category

This large category contains nearly one third of the nurses in the analysis. The primary job of the six groups comprising this category is to provide general and specialized patient care in a variety of ward situations and the intensive care unit. The major difference between Head/Staff, Hospital and Ward Staff nurses (groups 0898, 0672 and 0468) is grade (Table 3). This may be determined in part by group differences in average months in the nursing utilization field, and in turn perhaps determines the mean number of tasks performed and average difficulty of those tasks (Table 3).

GPO898 Head/Staff Nurse. The members of this group perform a large variety of tasks (338), and have a higher average grade (3.2) than groups 0672 or 0468. They may be found in most ward situations and all medical units except casualty staging. The most frequently reported job titles were Head and Staff Nurse. While providing nursing support, they also perform many administrative tasks associated with daily ward or unit functions. Representatives from each nursing DAFSC are included in this cluster. It is the only group in the inpatient category which contains Air National Guard nurses (3.8%).

GPO672 Hospital Staff Nurse. This single group represents over twenty percent of the total sample. These nurses are restricted primarily to hospitals, but no single ward typifies their assignment. They perform a variety of tasks (216) involving general and specialized patient care, and a few low level administrative tasks. Over ninety percent of the group is on active duty. The members' average grade is 2.5.

GPO468 Ward Staff Nurse. These nurses perform basic patient care involving direct patient contact. Over two-thirds of the members are assigned to general medicine, surgery, or med-surgical wards. The average task difficulty rating for the mean of 125 tasks performed is the lowest reported for any group. Expressed felt utilization, job interest, and career intent ratings approximate those of the previous group.

GPO539 Charge Nurse. This job type is concerned with managing nursing units and includes many supervisory and administrative duties. These nurses provide guidance and counseling to nurses, patients and their families, and medical service personnel. They differ from the administrative nurse groups in both level of management function, and significantly more patient contact. About 16 percent of this group are reservists. It is interesting to note the Head Nurses of psychiatric units clustered with this group instead of the psychiatric group, GPO197.

GPO133 General Duty Staff Nurse. This small heterogeneous group resembles GPO468 Ward Staff Nurse, on both background and job factors (Table 3) except for military status composition and number of tasks performed. The forty-two percent active duty members are assigned to hospitals, and mostly to the general medicine/surgery ward. The fifty-eight percent Reserve nurses are evenly divided between hospital and medical service unit assignments. Group members perform an average of only seventy-one tasks, and these have the second lowest reported average difficulty. This group's felt utilization is the second lowest reported.

GPO331 Casualty Staging Nurse. Although sixty-five percent of these nurses are reportedly assigned to aeromedical evacuation, and none to hospitals, this unique group clustered with the inpatient category and is being treated in this section. The job of casualty staging nurses is patient care, preparation for aeromedical evacuation, and coordination of the evacuation effort. Their job description resembles GPO672 Hospital Staff Nurse, except for time spent on aeromedical related tasks. The group differs from the Flight Nurse category by giving ward nursing care, and engaging in only pre- and post-flight aeromedical tasks. No inflight tasks are performed. This job may be found in both aeromedical and medical service squadrons, as well as casualty staging units.

Obstetric Nurse Category

The Obstetric Nurse category is almost exclusively active duty general nurses assigned to hospitals. Their job is giving maternal/child health care. GPO439 and GPO218 personnel have the lowest average months in their utilization field of any job types, and most members have not made a career decision. Unlike most other categories, there is no clear obstetric supervisory group.

GPO717 Obstetric Nurse. Both Head and Staff Nurses are combined in this homogeneous cluster. They perform a wide range of tasks (N = 229) directed toward preparing patients for delivery room and maternal care after delivery. These nurses are located in the delivery room, labor room, post-operative recovery room, and the obstetric ward. This group also performs pre-natal counseling, on-the-job training, and infant care instruction. Ninety-seven percent of this group are active duty nurses.

GPO439 Delivery Room Nurse. These obstetric staff nurses are located in labor and delivery rooms. The primary job emphasis is monitoring the patient during labor and immediate post-operative recovery, and assisting during delivery. This group performs much less on-the-job training than the other two groups in this category. Ninety-six percent of the respondents are on active duty.

GPO218 Newborn Nursery Nurse. Members of this small group are all assigned to hospitals. They reported job titles of Staff Nurse and Assistant Head Nurse. They perform tasks providing general and intensive care to the newborn infant. Approximately eight percent of this group are Reserves, and the balance active duty nurses.

Outpatient Category

Nurses within this category are assigned to outpatient clinics, dispensaries, or the emergency room. They give comprehensive care and support to patients not in a hospital ward or special care unit. GPO410 Overseas Dispensary Nurse could be included in either the outpatient or inpatient category. It was placed here to allow a comparison between this active duty group and GPO081 Dispensary Nurse, which is a Reserve/National Guard job type.

GPO375 Gynecology Clinic Nurse. Nearly half of this group reported a job title of Clinical Nurse Specialist, the others being either Staff or Head Nurses. The primary job emphasis is giving general and specialized care to female patients in adult outpatient clinics. These nurses are assigned to Obstetric-Gynecology as well as related areas such as pre- and post-natal clinics, cancer detection, and family planning. All members are active duty nurses.

GPO390 Charge Nurse/Supervisor Air Force Clinic. These nurses are generally assigned to outpatient clinics, but some may be found in the emergency room or dispensaries. Frequently reported job titles include Head Nurse, and Nurse Administrator/Supervisor of USAF Hospitals, Dispensary A, or Regional Hospitals. The group members provide general nursing care and first aid in a variety of clinic situations and the emergency room. Most of their time is consumed by administrative and supervisory duties associated with clinic management. This is well illustrated in Table 2, which indicates twenty-eight percent of the group hold DAFSC 971X, Administrative Nurse. Nine percent of the group are Reserve nurses.

GPO348 Clinic/Emergency Room Nurse. This group provides both general and emergency care to outpatients, with assignments about evenly divided between outpatient clinics and the emergency room. These nurses differ from the previous group by spending much less time on administrative tasks and more time with the patient. A small group of pediatric nurses clustered with this job type.

GPO057 Outpatient Screening Nurse. Members of this group reported varied job titles and scattered assignments, but 64 percent call themselves Staff Nurses or Clinical Nurse Specialists. They have somewhat less direct patient contact than others within this category, with emphasis on patient screening and reception duties. Some members are assigned to a walk-in type clinic for military dependents. A small percentage of this group are Reserve (12.7%) and Guard (2.6%) nurses.

GPO410 Overseas Dispensary Nurse. Nearly ninety percent of this group is assigned to a dispensary. All are active duty general nurses, exactly two-thirds of which are stationed outside the Continental United States (CONUS). Their job entails both inpatient ward and clinic-type tasks involving outpatient care and first aid. The group performs an average of 159 tasks, yet expressed the lowest job interest found in the analysis. This may reflect the repetitive nature of the low difficulty ward-type tasks which consume over half of their time.

GPO081 Dispensary General Nurse. Although most of this group are assigned to dispensaries, some members may be found in clinics or medical service units. The group contains only three active duty nurses with the remainder split between Reserve and Guard. Their reported job titles include Staff and Head Nurse, and Nurse Administrator/Supervisor of Dispensary B or Air Reserve Unit (ground). These nurses spend more time on training, immunizations, and administering first aid of a less critical nature than GPO348 Clinic/Emergency Room Nurse. Their job description does not contain the ward-related tasks of the Overseas Dispensary Nurse. Over half of the Air National Guard General Nurses (975X) surveyed are included in this group.

Psychiatric Category

GPO197 Psychiatric Nurse. Only fifteen of the twenty-five members of this job type hold a 972X DAFSC (Psychiatric Nurse), and only nineteen members are assigned to Psychiatry. All members provide psychiatric nursing care, including participation in theraputic treatments. This group has the largest percentage (56 percent) of outside CONUS assignments of any group except Overseas Dispensary Nurse. The four Reservists with DAFSC 972X are included in this group.

Administrative Category

Groups 217 and 233 are divided by unit assignment and military status composition. Both groups are charged with planning, organizing, and coordinating nursing service activities, and reported high job interest and felt utilization. High average grade level, experience, and expressed career intent are common to all members of this category.

GPO217 Chief Nurse, Air Reserve Unit. Although these nurses perform an average of only seventy-nine tasks, the difficulty of these tasks exceeds that of any other group (Table 3). Less than half of these nurses have an administrative specialty code, however, their job tasks emphasize first or second-line supervisory functions. In addition, members of this group spend much more time in the areas of training and recruiting than the next group.

GPO233 Chief Nurse, Hospital. This group's title describes both the reported job titles and assignments of these nurses. Their jobs are located in both USAF and regional hospitals. They perform little direct patient care, but spend considerable time counseling and guiding patients as well as other nursing service personnel. Evaluation tasks differentiate this from the previous administrative group. Nearly ninety-four percent of these nurses are on active duty.

GPO094 Training Officer. Members of this group monitor and perform both on-the-job training and classroom instruction at hospitals, dispensaries, and medical service units. None of the fourteen members has an administrative nurse DAFSC, but they clustered in this category because of the administrative training tasks performed. The group contains no active duty member. These nurses perform an average of ninety-four tasks, but nearly one-third of their time is spent performing only twenty-five. Even though the average task difficulty is quite high, their felt utilization (2.6) is far lower than for any of the twenty-six job types.

IV. DISCUSSION

While final interpretation of the data contained in this report must be made by the Nursing Resources Study Group, some observations deserve comment.

Two rather obvious findings are, first, the assignment of an Air Force Reserve or Air National Guard nurse outside the Continental United States is an extreme rarity, and second, many Reserve and Air National Guard personnel are utilized primarily in a training capacity, in both on-the-job training and classroom situations.

The job typing analysis showed nurses in each of the DAFSC groups are working almost exclusively in traditional jobs defined by their specialty code. The exception is DAFSC 975X, General Nurse, whose members compose three such categories (inpatient, outpatient, and obstetrics) distinguished primarily by the type of patient receiving nursing care.

Unit assignment greatly influences task emphasis, and is the single most important factor in determining job differences between military status groups. Eighty-nine percent of active duty nurses, but only eleven percent of all Reserve and Air National Guard nurses are assigned to hospitals. The Reserve and Guard nurses are apparently not obtaining current experience in the inpatient area. This element may be of prime importance in decisions and contingency planning regarding the future role of these groups.

Reserve nurses expressed less job interest and feel less utilized than active duty nurses. These ratings are even lower for Air National Guard members.

Finally, in evaluating percent performing information for any given area, consideration must be given to the total time spent in that area by Reserve and ANG forces over an extended period of time, say one year. Despite the extensive training received in becoming a qualified nurse, the question that must be answered is, "When not in a training status, are the thirty to sixty days spent on the job by most Reserve and Air National Guard nurses sufficient to maintain the skills involved in patient care?" In addition, examination of reported civilian nursing assignments revealed surprisingly few nurses work in their military specialty areas when not in a duty status. With the single exception of Reserve anesthetists, less than twenty-five percent of these forces reported civilian job titles closely related to their DAFSCs. Although the job inventory did not indicate how many of these members practice some aspect of nursing as a civilian occupation, these factors must be closely examined in determining an estimate of expected proficiency if the forces were called to active duty in a national emergency.

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APPENDIX A: DAFSC GROUP COMPOSITE JOB DESCRIPTIONS – TOP 25 TASKS

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
	1996	648	10	99

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	91.92	1.72	1.58	1.58	
A 55	EVALUATE DUTY PERFORMANCE OF NURSING SERVICE PERSONNEL (223)	86.87	1.16	1.01	2.59	
A 25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (158)	85.86	1.05	.90	3.49	
A 42	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (201)	85.86	1.10	.95	4.43	
A 151	RESOLVE PERSONNEL PROBLEMS, INCIDENTS OR DISCIPLINARY MATTERS (528)	85.86	.84	.72	5.15	5
A 153	REVIEW PERFORMANCE OR EFFICIENCY REPORTS (532)	85.86	.98	.84	6.00	
A 66	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (250)	84.85	.95	.81	6.80	
A 128	PREPARE OFFICER EFFECTIVENESS REPORTS (473)	84.85	1.00	.85	7.65	
B 104	INTERPRET NURSING PHILOSOPHY, AIMS OR PROGRAMS TO NURSING SERVICE PERSONNEL (279)	84.85	1.05	.89	8.54	
A 76	INTERPRET ADMINISTRATIVE POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (277)	83.84	.90	.75	9.29	10
A 150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	83.84	.79	.66	9.95	
A 67	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (251)	82.83	.93	.77	10.73	
A 172	SUPERVISE MILITARY NURSES (592)	82.83	1.14	.94	11.67	
A 60	EVALUATE THE QUALITY OF PATIENT CARE (232)	81.82	1.08	.88	12.55	
A 149	RESOLVE EMERGENCY STAFFING PROBLEMS (526)	81.82	.88	.72	13.27	15
A 27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS OR PERFORMANCE STANDARDS (162)	80.81	.98	.79	14.06	
A 58	EVALUATE SKILL LEVEL OF ASSIGNED NURSING PERSONNEL (229)	80.81	1.05	.85	14.91	
A 63	EVALUATE UTILIZATION OF NURSING STAFF (235)	80.81	1.14	.92	15.83	
A 143	PROVIDE SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL (510)	80.81	.91	.73	16.57	
A 26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	79.80	.95	.76	17.33	20
A 77	INTERPRET PROFESSIONAL POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (280)	79.80	.86	.68	18.01	
A 61	EVALUATE THE UTILIZATION OF WORK AREAS OR SPACE (233)	78.79	.78	.62	18.63	
A 62	EVALUATE TIME SCHEDULES FOR WARD COVERAGE AND COORDINATE ADJUSTMENTS (234)	78.79	1.01	.79	19.42	
A 130	PREPARE OR ENDORSE AIRMAN PERFORMANCE REPORTS (476)	78.79	.78	.61	20.03	
A 24	COORDINATE WORK ACTIVITIES WITH OTHER SECTIONS (157)	77.78	.92	.72	20.75	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	22

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS OR PERFORMANCE STANDARDS (162)	90.91	1.44	1.31	1.31	
A 42	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (201)	90.91	1.42	1.29	2.60	
B 132	PARTICIPATE IN RECRUITING ACTIVITIES (382)	90.91	1.73	1.57	4.17	
A 143	PROVIDE SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL (510)	86.36	1.41	1.22	5.38	
A 179	SUPERVISE 902X0 OR 902X2 PERSONNEL (608)	86.36	1.34	1.15	6.54	5
A 2	ADVISE AIR RESERVE FORCES NURSES (47)	81.82	1.61	1.32	7.86	
A 55	EVALUATE DUTY PERFORMANCE OF NURSING SERVICE PERSONNEL (223)	81.82	1.52	1.25	9.10	
A 107	PARTICIPATE IN STAFF MEETINGS (383)	81.82	1.65	1.35	10.46	
A 128	PREPARE OFFICER EFFECTIVENESS REPORTS (473)	81.82	1.48	1.21	11.67	
A 164	SUPERVISE AIR FORCE RESERVE FORCES NURSES (578)	81.82	1.67	1.37	13.03	10
A 25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (156)	77.27	1.25	.97	14.00	
A 58	EVALUATE SKILL LEVEL OF ASSIGNED NURSING PERSONNEL (229)	77.27	1.39	1.08	15.08	
I 15	EVALUATE OJT (226)	77.27	1.46	1.13	16.21	
A 6	ASSIGN NURSES TO UNIT(S) (73)	72.73	1.25	.91	17.12	
A 28	DEFINE AREAS OF NURSING SERVICE RESPONSIBILITY (166)	72.73	1.47	1.07	18.19	15
A 32	DETERMINE PERSONNEL REQUIREMENTS (176)	72.73	1.34	.98	19.16	
A 34	DETERMINE WORK PRIORITIES (181)	72.73	1.41	1.02	20.19	
A 49	ESTABLISH AND ENFORCE STANDARDS FOR WEARING NURSE UNIFORMS (216)	72.73	1.01	.73	20.92	
A 129	PREPARE OFFICIAL CORRESPONDENCE (474)	72.73	1.18	.85	21.78	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	72.73	1.71	1.24	23.02	20
A 153	REVIEW PERFORMANCE OR EFFICIENCY REPORTS (532)	72.73	.97	.71	23.73	
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	72.73	1.44	1.05	24.77	
A 22	COORDINATE WITH WARDMASTER (NCOIC) REGARDING ADMINISTRATIVE MATTERS (155)	68.18	1.42	.97	25.74	
A 24	COORDINATE WORK ACTIVITIES WITH OTHER SECTIONS (157)	68.18	1.52	1.04	26.78	
A 45	DISTRIBUTE ADMINISTRATIVE COMMUNICATIONS (207)	68.18	1.08	.73	27.51	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	22

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	100.00	1.08	1.08	1.08	
E 33	OBSERVE AND RECORD BEHAVIORAL REACTIONS OF PSYCHIATRIC PATIENTS (349)	100.00	1.40	1.40	2.47	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	95.45	.93	.89	3.36	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (269)	95.45	.80	.76	4.13	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	95.45	1.35	1.28	5.41	5
E 5	ASSIST WITH GROUP PSYCHOTHERAPY (96)	95.45	1.02	.97	6.38	
A 15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	90.91	.95	.87	7.25	
A 99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	90.91	.98	.89	8.14	
A 132	PREPARE OR GIVE DAILY NURSING REPORTS AT THE WARD LEVEL ON MATTERS SUCH AS BED CENSUS, SI, VIP'S OR SPECIAL INTEREST PATIENTS (478)	90.91	.88	.80	8.94	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	90.91	.74	.68	9.62	10
B 47	APPLY MECHANICAL RESTRAINTS TO PATIENTS (65)	90.91	.87	.79	10.40	
B 81	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (159)	90.91	1.12	1.02	11.43	
B 94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	90.91	1.06	.97	12.39	
B 109	MAKE ENTRIES IN WARD CARDEXES (309)	90.91	1.09	.99	13.38	
B 129	PARTICIPATE IN INFORMAL, UNSTRUCTURED DISCUSSIONS WITH PSYCHIATRIC PATIENTS (379)	90.91	1.26	1.14	14.52	15
E 70	WRITE PRESCRIPTIONS FOR PHYSICIAN SIGNATURE (646)	90.91	.75	.68	15.21	
A 22	COORDINATE WITH WARDMASTER (NCOIC) REGARDING ADMINISTRATIVE MATTERS (155)	86.36	.82	.71	15.91	
A 23	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (156)	86.36	.85	.73	16.64	
A 98	NOTIFY PHYSICIANS OF OUTDATED ORDERS (347)	86.36	.73	.63	17.27	
A 102	ORIENT NEW PATIENTS TO HOSPITAL RULES AND FACILITIES (370)	86.36	.90	.78	18.05	20
A 124	PREPARE FORMS FOR PATIENT LEAVES, PASSES OR INTERWARD TRANSFERS (466)	86.36	.70	.61	18.65	
A 133	PREPARE OR MAINTAIN INPATIENT RECORDS (480)	86.36	.91	.79	19.44	
A 150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	86.36	.78	.68	20.12	
B 25	ADMINISTER ORAL MEDICATIONS (35)	86.36	.79	.68	20.80	
B 96	IDENTIFY PERSONAL OR EMOTIONAL PROBLEMS OR NEEDS OF PATIENTS (259).	86.36	1.28	1.11	21.90	25

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SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	4

D-TSK		DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....	PERCENT OF MEMBERS PERFORMING.....	TASK SEQ NO
I	10	DEMONSTRATE NURSING PROCEDURES (169)	100.00	1.63	1.63	1.63	
A	21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	75.00	1.01	.75	2.38	
A	23	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (156)	75.00	.82	.61	3.00	
A	57	EVALUATE PROGRESS TOWARD THE ATTAINMENT OF NURSING CARE OBJECTIVES (228)	75.00	1.29	.97	3.96	
A	63	EVALUATE UTILIZATION OF NURSING STAFF (235)	75.00	1.25	.94	4.91	5
B	3	ADMINISTER BED PANS OR URINALS (8)	75.00	1.77	1.33	6.23	
B	7	ADMINISTER EAR DROPS (12)	75.00	.50	.37	6.61	
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	75.00	.57	.43	7.04	
B	33	AMBULATE PATIENTS (49)	75.00	1.25	.94	7.98	
B	47	APPLY MECHANICAL RESTRAINTS TO PATIENTS (65)	75.00	.53	.40	8.38	10
B	56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	75.00	.40	.30	8.68	
B	57	ASSIST PHYSICIAN IN MAKING DIFFERENTIAL DIAGNOSIS (90)	75.00	.79	.59	9.27	
B	62	ASSIST WITH SPINAL PUNCTURE (100)	75.00	.21	.16	9.43	
B	81	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (159)	75.00	.53	.40	9.83	
B	113	MAKE WARD ROUNDS ALONE (320)	75.00	.91	.68	10.51	15
B	116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	75.00	.32	.24	10.75	
B	155	PREPARE AND MAINTAIN NURSING CARE PLANS (458)	75.00	1.54	1.16	11.71	
C	9	FUNCTION IN ON-CALL STATUS (243)	75.00	1.99	1.50	13.40	
D	6	EXPLAIN ANESTHETIC PROCEDURE TO PATIENT (237)	75.00	.91	.69	14.08	
E	29	MAKE NURSING DIAGNOSIS (310)	75.00	1.15	.86	14.94	20
E	35	OBTAIN NURSING HISTORIES (355)	75.00	1.18	.89	15.83	
G	16	COUNSEL PATIENTS REGARDING DRUG USE AND ABUSE (160)	75.00	.79	.59	16.43	
I	20	PARTICIPATE IN CONTINUOUS INSERVICE EDUCATION PROGRAMS AS A LEARNER (377)	75.00	1.40	1.05	17.47	
J	17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	75.00	1.35	1.01	18.49	
A	3	ADVISE REGISTRAR OF PATIENTS WHO HAVE NOT RETURNED FROM LEAVE OR PASS (48)	50.00	.80	.40	18.89	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES 1996	TASKS 648	DUTIES 10	MBRS 110				
		CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							TASK SEQ NO
		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							
		AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....							
		PERCENT OF MEMBERS PERFORMING.....							
D-TSK		DUTY/TASK TITLE							
A	83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	96.36	.91	.88	.88			
B	69	CATHETERIZE PATIENTS (111)	95.45	.81	.78	1.66			
C	3	CIRCULATE DURING OPERATIONS AND ANTICIPATE THE NEEDS OF SCRUBBED MEMBERS OF SURGICAL TEAMS OR ANESTHETISTS (117)	95.45	1.21	1.15	2.81			
C	27	PREPARE OPERATIVE AREA OF PATIENT FOR SURGERY (475)	95.45	1.00	.96	3.77			
C	31	PREPARE THE SURGICAL SUITE FOR SURGICAL PROCEDURES (501)	95.45	1.01	.96	4.73	5		
B	146	PERFORM SURGICAL SKIN PREPS ON PATIENTS PRIOR TO OPERATIVE PROCEDURES (429)	94.55	1.02	.97	5.70			
C	8	DIRECT OR SUPERVISE THE PREPARATION OF SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (203)	94.55	.97	.92	6.62			
F	17	STERILIZE INSTRUMENTS (575)	94.55	.95	.89	7.51			
C	24	PERFORM SPONGE AND NEEDLE COUNTS (427)	93.64	1.04	.98	8.49			
C	6	DIRECT OR SUPERVISE THE PREPARATION OF OPERATIVE SITES FOR SURGICAL PROCEDURES (200)	92.73	1.03	.96	9.44	10		
C	18	ORGANIZE PERSONNEL ASSISTING WITH SURGICAL PROCEDURES (367)	92.73	.98	.91	10.36			
C	26	POSITION PATIENT FOR OR DURING SURGICAL PROCEDURES (454)	92.73	1.00	.93	11.28			
C	34	SUPERVISE PERFORMANCE OF PERSONNEL DURING OR SURGICAL PROCEDURES (598)	92.73	1.16	1.08	12.36			
B	119	MONITOR MAINTENANCE OF ASEPTIC TECHNIQUE (337)	91.82	1.17	1.08	13.44			
C	1	ASSIST ANESTHETIST DURING OPERATING ROOM OR DELIVERY ROOM PROCEDURES (74)	91.82	1.09	1.00	14.44	15		
F	16	PREPARE ITEMS FOR STERILIZATION (469)	91.82	.88	.81	15.25			
B	164	SET UP OR USE SUCTION EQUIPMENT (571)	90.91	.81	.73	15.98			
C	5	DIRECT OR INSTRUCT PERSONNEL IN PREPARATION, DISINFECTION AND CARE OF OR OR DELIVERY ROOM (197)	90.91	.95	.87	16.85			
C	9	FUNCTION IN ON-CALL STATUS (243)	90.91	1.22	1.11	17.96			
C	14	MAKE UP INSTRUMENT SETS OR SURGICAL PACKS FOR OPERATIVE PROCEDURES (319)	90.91	.89	.81	18.77	20		
B	71	CLEAN AND MAINTAIN EQUIPMENT (118)	90.00	.85	.76	19.53			
B	99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	90.00	.61	.55	20.08			
C	20	ORGANIZE SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (369)	89.09	1.03	.92	21.00			
C	11	MAINTAIN RECORD OF SURGICAL PROCEDURES (302)	87.27	.96	.84	21.84			
B	60	ASSIST WITH BLOOD TRANSFUSIONS (94)	86.36	.65	.56	22.40	25		

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	26

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	88.46	1.14	1.01	1.01	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	80.77	1.12	.91	1.91	
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	80.77	1.37	1.11	3.02	
I 10	DEMONSTRATE NURSING PROCEDURES (169)	80.77	1.23	1.00	4.02	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	76.92	.77	.59	4.61	5
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	73.08	.98	.71	5.33	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	73.08	.84	.61	5.94	
B 180	SET UP INSTRUMENTS FOR MINOR SURGERY (566)	73.08	.80	.58	6.52	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	73.08	1.11	.81	7.33	
B 84	DRAPE PATIENT FOR SURGICAL PROCEDURE (211)	69.23	.70	.49	7.82	10
C 10	GOWN AND GLOVE PHYSICIAN OR OTHER SURGICAL TEAM MEMBERS (249)	69.23	.87	.60	8.42	
B 22	ADMINISTER NARCOTICS (32)	65.38	.63	.41	8.83	
B 25	ADMINISTER ORAL MEDICATIONS (35)	65.38	.64	.42	9.25	
B 71	CLEAN AND MAINTAIN EQUIPMENT (118)	65.38	.85	.56	9.81	
B 146	PERFORM SURGICAL SKIN PREPS ON PATIENTS PRIOR TO OPERATIVE PROCEDURES (429)	65.38	.68	.45	10.26	15
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	65.38	.57	.37	10.63	
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	65.38	.68	.45	11.07	
C 3	CIRCULATE DURING OPERATIONS AND ANTICIPATE THE NEEDS OF SCRUBBED MEMBERS OF SURGICAL TEAMS OR ANESTHETISTS (117)	65.38	1.33	.87	11.94	
C 24	PERFORM SPONGE AND NEEDLE COUNTS (427)	65.38	.79	.52	12.46	
C 26	POSITION PATIENT FOR OR DURING SURGICAL PROCEDURES (454)	65.38	.76	.50	12.95	20
C 27	PREPARE OPERATIVE AREA OF PATIENT FOR SURGERY (475)	65.38	.57	.37	13.32	
C 34	SUPERVISE PERFORMANCE OF PERSONNEL DURING OR SURGICAL PROCEDURES (598)	65.38	1.15	.75	14.08	
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	61.54	.69	.43	14.50	
B 59	ASSIST WITH BIOPSIES (93)	61.54	.94	.58	15.08	
B 83	DISPOSE OF CONTAMINATED MATERIALS (206)	61.54	.59	.36	15.44	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	103

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	98.06	1.29	1.21	1.21	
B 101	INSERT ORAL AIRWAY (273)	98.06	1.05	1.03	2.24	
B 149	PERFORM ENDOTRACHEAL SUCTION (432)	98.06	.92	.90	3.14	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	98.06	1.19	1.17	4.31	
D 7	MAINTAIN ANESTHESIA DURING OPERATIVE, DELIVERY ROOM OR DIAGNOSTIC PROCEDURES (292)	98.06	1.26	1.24	5.55	5
E 24	INSERT INTRAVENOUS PLACEMENT UNITS, SUCH AS INTERCATHS OR JELCO NEEDLES (271)	98.06	1.06	1.04	6.58	
B 100	INSERT NASO-GASTRIC TUBES (272)	97.09	.77	.74	7.33	
C 16	MONITOR PATIENT BLOOD LOSS (339)	97.09	1.17	1.13	8.46	
D 3	ADMINISTER INTRAVENOUS ANESTHESIA OR OTHER DRUGS ACCESSORY TO ANESTHESIA (25)	97.09	1.18	1.15	9.61	
D 5	DETERMINE TYPE OF ANESTHETIC AGENT TO BE USED (179)	97.09	1.06	1.03	10.65	10
D 13	OBSERVE PATIENT'S CONDITION DURING SURGICAL PROCEDURE AND ADVISE SURGEON (352)	97.09	1.25	1.22	11.86	
B 18	ADMINISTER INTRAVENOUS MEDICATIONS (27)	96.12	1.06	1.02	12.88	
B 107	MAINTAIN OR REMOVE ORAL AIRWAYS (299)	96.12	1.04	1.00	13.88	
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	96.12	.95	.92	14.80	
C 9	FUNCTION IN ON-CALL STATUS (243)	96.12	1.20	1.15	15.95	15
D 2	ADMINISTER INHALATION ANESTHESIA (21)	96.12	1.27	1.22	17.18	
D 6	EXPLAIN ANESTHETIC PROCEDURE TO PATIENT (237)	96.12	1.07	1.03	18.21	
D 14	PERFORM ENDOTRACHEAL INTUBATION (398)	96.12	1.05	1.01	19.22	
B 106	MAINTAIN OR DISCONTINUE BLOOD TRANSFUSIONS (298)	95.15	.76	.72	19.94	
B 186	START BLOOD TRANSFUSIONS (574)	95.15	.69	.66	20.60	20
D 10	MONITOR PATIENT'S LEVEL OF PAIN OR CONSCIOUSNESS (340)	95.15	1.24	1.18	21.78	
D 18	RECORD ANESTHESIA DATA DURING SURGICAL PROCEDURES (517)	95.15	1.23	1.17	22.95	
B 118	MONITOR INTRAVENOUS ADMINISTRATION (336)	94.17	1.22	1.15	24.10	
B 183	SET UP OR USE OXYGEN EQUIPMENT (570)	94.17	.93	.88	24.98	
C 12	MAKE PRE OR POSTOPERATIVE VISITS FOR THE PURPOSE OF EVALUATING PATIENTS (312)	94.17	1.03	.97	25.94	25

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SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	10

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	90.00	1.91	1.72	1.72	
A 27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS ON PERFORMANCE STANDARDS (162)	80.00	.60	.69	2.36	
A 42	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (201)	80.00	1.80	1.44	3.80	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	80.00	.76	.61	4.41	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	80.00	1.32	1.05	5.46	5
B 18	ADMINISTER INTRAVENOUS MEDICATIONS (27)	80.00	1.22	.98	6.44	
B 22	ADMINISTER NARCOTICS (32)	80.00	1.01	.81	7.25	
B 101	INSERT ORAL AIRWAY (273)	80.00	1.16	.93	8.17	
B 106	MAINTAIN OR DISCONTINUE BLOOD TRANSFUSIONS (294)	80.00	.78	.62	8.80	
B 107	MAINTAIN OR REMOVE ORAL AIRWAYS (299)	80.00	1.05	.84	9.63	10
B 118	MONITOR INTRAVENOUS ADMINISTRATION (336)	80.00	.83	.67	10.30	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	80.00	.99	.79	11.09	
C 16	MONITOR PATIENT BLOOD LOSS (339)	80.00	1.03	.83	11.92	
D 2	ADMINISTER INHALATION ANESTHESIA (21)	80.00	1.28	1.03	12.94	
D 3	ADMINISTER INTRAVENOUS ANESTHESIA OR OTHER DRUGS ACCESSORY TO ANESTHESIA (25)	80.00	1.28	1.03	13.97	15
D 5	DETERMINE TYPE OF ANESTHETIC AGENT TO BE USED (179)	80.00	1.14	.91	14.88	
D 6	EXPLAIN ANESTHETIC PROCEDURE TO PATIENT (237)	80.00	1.01	.81	15.69	
D 13	OBSERVE PATIENT'S CONDITION DURING SURGICAL PROCEDURE AND ADVISE SURGEON (352)	80.00	1.01	.81	16.50	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	80.00	1.22	.98	17.48	
E 24	INSERT INTRAVENOUS PLACEMENT UNITS, SUCH AS INTERCATHS OR JELCO NEEDLES (271)	80.00	1.18	.94	18.42	20
A 145	PLAN OR SCHEDULE WORK ASSIGNMENTS FOR PERSONNEL (447)	70.00	.69	.48	18.90	
B 44	APPLY HEAT BY ELECTRICAL HEATING PAD OR THERMAL BLANKET (62)	70.00	.64	.45	19.35	
B 80	ASSIST WITH BLOOD TRANSFUSIONS (94)	70.00	.68	.48	19.83	
B 91	GIVE ARTIFICIAL RESPIRATION (244)	70.00	.54	.38	20.21	
B 141	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	70.00	.76	.53	20.74	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	930

D=TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	93.55	.85	.79	.79	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	93.12	.65	.61	1.40	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	92.47	.73	.67	2.07	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	91.81	.64	.59	2.66	
B 25	ADMINISTER ORAL MEDICATIONS (35)	91.40	.71	.65	3.31	5
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	91.18	.82	.74	4.05	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (269)	91.08	.62	.57	4.62	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	90.32	.74	.67	5.28	
B 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	89.46	.61	.55	5.83	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	89.35	.61	.54	6.38	10
B 22	ADMINISTER NARCOTICS (32)	88.71	.66	.59	6.96	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	88.17	.65	.57	7.54	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	87.96	.78	.68	8.22	
B 160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	87.63	.65	.57	8.79	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	87.42	.66	.57	9.37	15
A 180	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	86.02	.61	.52	9.89	
B 2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (2)	85.05	.59	.50	10.39	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	84.84	.70	.59	10.98	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	84.73	.72	.61	11.59	
A 99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	84.30	.62	.52	12.11	20
B 3	ADMINISTER BED PANS OR URINALS (8)	84.30	.54	.46	12.57	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	84.19	.59	.49	13.06	
B 125	OBTAIN PATIENT OR FAMILY CONSENT FOR TREATMENT (356)	84.09	.59	.50	13.56	
B 109	MAKE ENTRIES IN WARD CHARTS (309)	83.12	.75	.62	14.18	
B 33	AMBULATE PATIENTS (99)	82.04	.62	.51	14.[illegible]	25

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SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	199

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	80.40	1.77	1.42	1.42	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	78.89	1.10	.87	2.29	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	76.88	1.09	.84	3.13	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	76.38	1.10	.84	3.97	
B 25	ADMINISTER ORAL MEDICATIONS (35)	73.37	1.00	.73	4.71	5
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	70.35	1.08	.76	5.47	
B 3	ADMINISTER BED PANS OR URINALS (8)	69.85	.94	.66	6.13	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	67.34	.96	.65	6.78	
I 10	DEMONSTRATE NURSING PROCEDURES (169)	67.34	1.09	.74	7.51	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	66.33	1.10	.73	8.24	10
B 35	APPLY BANDAGES (53)	66.33	.73	.49	8.73	
B 70	CHANGE DRESSINGS (112)	65.33	.76	.50	9.22	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	65.33	.99	.65	9.87	
B 22	ADMINISTER NARCOTICS (32)	64.82	.93	.60	10.47	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	64.82	.88	.57	11.04	15
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	64.32	.76	.49	11.53	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	62.81	.97	.61	12.14	
B 33	AMBULATE PATIENTS (49)	62.81	.90	.56	12.70	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	61.81	.80	.49	13.20	
B 160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	61.31	.92	.56	13.76	20
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	61.31	.79	.49	14.25	
B 174	SERVE AS CHAPERONE FOR MEDICAL EXAMINATION OR TREATMENT (552)	60.80	.93	.57	14.81	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	59.80	.76	.46	15.27	
B 2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (2)	58.79	.83	.49	15.76	
B 6	ADMINISTER COMPLETE BED BATHS (11)	58.79	.81	.48	16.23	25

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SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	46

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	86.96	2.02	1.76	1.76	
B 12	ADMINISTER FIRST AID (17)	80.43	1.48	1.19	2.95	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	80.43	1.60	1.28	4.23	
G 3	ADMINISTER IMMUNIZATIONS (20)	80.43	3.35	2.69	6.92	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	78.26	1.28	1.00	7.93	5
B 25	ADMINISTER ORAL MEDICATIONS (35)	76.09	1.19	.91	8.83	
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	71.74	1.61	1.15	9.99	
B 30	ADMINISTER TOPICAL MEDICATIONS (42)	71.74	1.07	.77	10.75	
B 45	APPLY BANDAGES (53)	69.57	1.07	.75	11.50	
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	69.57	1.67	1.16	12.66	10
I 10	DEMONSTRATE NURSING PROCEDURES (169)	63.04	1.27	.80	13.47	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	60.87	2.37	1.44	14.91	
B 15	ADMINISTER INTRADERMAL MEDICATIONS (23)	58.70	1.04	.61	15.52	
B 70	CHANGE DRESSINGS (112)	58.70	.90	.53	16.05	
B 160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	58.70	1.37	.80	16.85	15
G 18	DETERMINE IMMUNIZATION REQUIREMENTS (172)	58.70	1.77	1.04	17.89	
I 4	CONDUCT FORMAL CLASSROOM TRAINING (131)	58.70	2.26	1.33	19.22	
I 18	OBTAIN TRAINING AIDS, SPACE OR EQUIPMENT (357)	58.70	1.23	.72	19.94	
A 41	DIRECT OR SUPERVISE THE ADMINISTRATION OF DRUGS (199)	56.52	1.21	.68	20.63	
B 71	CLEAN AND MAINTAIN EQUIPMENT (118)	56.52	.92	.52	21.15	20
E 3	ADMINISTER SKIN TESTS (38)	56.52	1.10	.62	21.77	
I 1	ADMINISTER WRITTEN, ORAL OR PERFORMANCE EXAMINATIONS (146)	56.52	1.31	.74	22.51	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	54.35	1.17	.64	23.14	
A 34	DETERMINE WORK PRIORITIES (181)	54.35	1.15	.63	23.77	
A 26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	52.17	1.08	.56	24.33	25

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ACTIVE-DY FLIGHT NURSE SPC020 PAGE 1

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
	1996	644	10	50

			CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
D-FSR		DUTY/TASK TITLE					
A	144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	84.00	1.18	.99	.99	
B	108	TAKE AND RECORD BLOOD PRESSURES (611)	82.00	.80	.66	1.65	
B	109	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	82.00	.81	.66	2.31	
B	25	ADMINISTER ORAL MEDICATIONS (35)	80.00	1.03	.82	3.13	
B	22	ADMINISTER NARCOTICS (32)	78.00	.76	.60	3.73	5
B	10	ADMINISTER EYE DROPS (15)	76.00	.67	.51	4.24	
J	13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (996)	76.00	1.30	.99	5.23	
J	26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	76.00	1.38	1.05	6.28	
J	27	SUPERVISE INFLIGHT NURSING CARE (590)	76.00	1.39	1.06	7.34	
J	29	SUPERVISE THE UNLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	76.00	1.09	.83	8.17	10
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	74.00	.74	.55	8.71	
B	24	ADMINISTER NOSE DROPS (34)	74.00	.66	.49	9.20	
E	1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	74.00	.60	.45	9.65	
J	20	PREPARE PATIENT POSITIONING PLAN (987)	74.00	1.15	.85	10.50	
A	21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	72.00	.77	.52	11.02	15
B	9	ADMINISTER BED PANS OR URINALS (8)	72.00	.78	.56	11.58	
B	17	ADMINISTER INTRAVENOUS INFUSIONS (26)	72.00	.61	.44	12.02	
B	103	SET UP OR USE OXYGEN EQUIPMENT (570)	72.00	.86	.62	12.64	
J	28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	72.00	1.21	.87	13.51	
A	11	BRIEF OR ASSIST PATIENTS ENROUTE WITH MATTERS SUCH AS ORDERS, TRANSPORTATION OR NEXT STAGE OF JOURNEY (107)	70.00	1.07	.75	14.26	20
B	12	ADMINISTER FIRST AID (17)	70.00	.62	.43	14.69	
B	33	AMBULATE PATIENTS (49)	70.00	.92	.65	15.34	
B	87	EXPLAIN AND APPLY SAFETY REGULATIONS IN CARING FOR PATIENTS (230)	70.00	1.09	.76	16.10	
B	144	SET UP OR USE SUCTION EQUIPMENT (571)	70.00	.87	.61	16.71	
J	12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (913)	70.00	1.10	.77	17.47	25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES 1996	TASKS 648	DUTIES 10	MBRS 170				
		CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							TASK
		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							SEQ
		AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....							NO
		PERCENT OF MEMBERS PERFORMING.....							
D	TSK	DUTY/TASK TITLE							
J	15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	80.00	1.78	1.42	1.42			
J	17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	78.24	1.30	1.02	2.44			
J	20	PREPARE PATIENT POSITIONING PLAN (487)	78.24	1.38	1.08	3.52			
J	13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	77.65	1.47	1.14	4.66			
J	12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (417)	76.47	1.31	1.00	5.66			5
J	14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	76.47	1.28	.98	6.64			
J	26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	75.29	1.18	.89	7.53			
B	188	TAKE AND RECORD BLOOD PRESSURES (611)	74.71	.98	.74	8.26			
B	189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	74.71	.98	.74	9.00			
J	27	SUPERVISE INFLIGHT NURSING CARE (590)	74.12	1.45	1.07	10.07			10
B	3	ADMINISTER BED PANS OR URINALS (8)	72.94	1.00	.73	10.80			
J	5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	72.94	1.14	.83	11.63			
J	21	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (494)	71.76	1.38	.99	12.62			
J	29	SUPERVISE THE ONLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	70.59	1.34	.94	13.56			
J	23	SECURE MEDICAL EQUIPMENT PRIOR TO TAKE-OFF (544)	70.00	1.27	.89	14.45			15
J	24	SERVE INFLIGHT MEALS (558)	69.41	1.01	.70	15.15			
B	25	ADMINISTER ORAL MEDICATIONS (35)	68.24	1.12	.76	15.92			
I	10	DEMONSTRATE NURSING PROCEDURES (169)	67.65	1.56	1.05	16.97			
J	7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (214)	67.65	1.08	.73	17.70			
I	5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	67.06	1.78	1.19	18.89			20
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	66.47	1.03	.69	19.58			
B	116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	65.29	.91	.59	20.17			
J	2	BRIEF PERSONNEL AT RECEIVING UNIT REGARDING CARE GIVEN AND CONDITION OF PATIENT EVACUEES (108)	65.29	1.04	.68	20.85			
J	28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	65.29	1.19	.78	21.63			
B	122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	64.71	1.07	.70	22.32			25

SPECIAL JOB DESCRIPTIONS, RES/ANG & AD NURSE SURVEY.

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	109

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
J 15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	82.57	2.24	1.85	1.85	
J 17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	78.90	1.59	1.25	3.10	
J 12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	75.23	1.55	1.17	4.27	
J 21	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (494)	75.23	2.05	1.54	5.82	
J 13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	73.39	1.80	1.32	7.13	5
J 20	PREPARE PATIENT POSITIONING PLAN (487)	72.48	2.41	1.75	8.88	
J 14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	70.69	1.37	.97	9.85	
J 24	SERVE INFLIGHT MEALS (558)	69.72	1.28	.89	10.74	
J 29	SUPERVISE THE UNLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	68.81	1.45	1.00	11.74	
J 26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	66.97	1.28	.86	12.60	10
J 23	SECURE MEDICAL EQUIPMENT PRIOR TO TAKE-OFF (544)	66.06	1.25	.83	13.42	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	65.14	1.70	1.10	14.53	
J 7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (214)	65.14	1.25	.81	15.34	
J 28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	65.14	1.38	.90	16.24	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	64.22	1.10	.71	16.95	15
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	64.22	1.09	.70	17.64	
B 3	ADMINISTER BED PANS OR URINALS (8)	63.30	1.11	.70	18.35	
J 5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	63.30	1.79	1.13	19.48	
B 25	ADMINISTER ORAL MEDICATIONS (35)	61.47	1.11	.68	20.16	
B 33	AMBULATE PATIENTS (49)	60.55	1.07	.65	20.81	20
J 27	SUPERVISE INFLIGHT NURSING CARE (590)	60.55	1.60	.97	21.77	
B 176	SERVE PRESCRIBED DIETS TO PATIENTS (561)	58.72	1.01	.59	22.37	
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	58.72	3.89	2.28	24.65	
J 19	PREPARE PATIENT INFLIGHT TAGS (DD602) (486)	58.72	1.54	.91	25.56	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	57.80	.98	.56	26.12	25

APPENDIX B: JOB TYPE COMPOSITE JOB DESCRIPTIONS – TOP 25 TASKS

STAGE = 293 KPATH ORDER FROM 54 TO 130 GP0293 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	77

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
J 13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	98.70	1.42	1.40	1.40	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	96.10	1.00	.96	2.36	
J 17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	96.10	1.20	1.15	3.51	
B 25	ADMINISTER ORAL MEDICATIONS (35)	94.81	1.17	1.11	4.62	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	94.81	.99	.94	5.56	5
J 26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	94.81	1.30	1.23	6.79	
B 3	ADMINISTER BED PANS OR URINALS (8)	93.51	.84	.78	7.57	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	93.51	.96	.89	8.46	
J 15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	93.51	1.29	1.20	9.67	
J 20	PREPARE PATIENT POSITIONING PLAN (487)	93.51	1.19	1.12	10.78	10
J 24	SERVE INFLIGHT MEALS (558)	93.51	1.05	.98	11.77	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	92.21	1.06	.98	12.75	
J 12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	92.21	1.23	1.14	13.88	
J 14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	92.21	1.16	1.07	14.95	
J 27	SUPERVISE INFLIGHT NURSING CARE (590)	92.21	1.45	1.34	16.28	15
B 22	ADMINISTER NARCOTICS (32)	89.61	.97	.87	17.15	
J 21	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (494)	89.61	1.16	1.04	18.19	
J 27	SUPERVISE THE OFFLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	89.61	1.21	1.08	19.27	
B 33	AMBULATE PATIENTS (49)	88.31	.96	.84	20.12	
J 5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	88.31	1.24	1.09	21.21	20
J 28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	87.01	1.29	1.13	22.34	
J 2	BRIEF PERSONNEL AT RECEIVING UNIT REGARDING CARE GIVEN AND CONDITION OF PATIENT EVACUEES (108)	85.71	1.23	1.06	23.39	
A 11	BRIEF OR ASSIST PATIENTS ENROUTE WITH MATTERS SUCH AS ORDERS, TRANSPORTATION OR NEXT STAGE OF JOURNEY (107)	84.42	1.16	.98	24.37	
B 92	GIVE BACK RUBS (245)	84.42	.99	.84	25.21	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	83.12	1.28	1.06	26.27	25

STAGE = 381 KPATH ORDER FROM 131 TO 215 GP0381 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	85

D-TSK		DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B	188	TAKE AND RECORD BLOOD PRESSURES (611)	98.82	.58	.57	.57	
B	92	GIVE BACK RUBS (245)	97.65	.62	.60	1.17	
B	116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	97.65	.61	.59	1.77	
B	189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	97.65	.57	.56	2.33	
J	13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	97.65	.81	.79	3.11	5
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	96.47	.59	.57	3.68	
B	122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	96.47	.76	.73	4.41	
B	163	PREPARE PRESCRIBED MEDICATIONS (495)	96.47	.69	.66	5.08	
I	10	DEMONSTRATE NURSING PROCEDURES (169)	96.47	.68	.66	5.74	
J	5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	96.47	.72	.70	6.43	10
J	12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	96.47	.69	.66	7.10	
J	17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	96.47	.71	.68	7.78	
J	26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	96.47	.70	.68	8.46	
B	25	ADMINISTER ORAL MEDICATIONS (35)	95.29	.68	.65	9.11	
J	15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	95.29	.74	.71	9.82	15
J	29	SUPERVISE THE ONLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	95.29	.66	.63	10.45	
B	3	ADMINISTER BED PANS OR URINALS (8)	94.12	.52	.49	10.94	
B	176	SERVE PRESCRIBED DIETS TO PATIENTS (561)	94.12	.62	.58	11.52	
J	7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (214)	94.12	.69	.65	12.16	
A	11	BRIEF OR ASSIST PATIENTS ENROUTE WITH MATTERS SUCH AS ORDERS, TRANSPORTATION OR NEXT STAGE OF JOURNEY (107)	92.94	.69	.64	12.80	20
B	35	APPLY BANDAGES (53)	92.94	.48	.45	13.25	
B	47	APPLY MECHANICAL RESTRAINTS TO PATIENTS (65)	92.94	.56	.52	13.77	
B	123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	92.94	.74	.68	14.45	
J	27	SUPERVISE INFLIGHT NURSING CARE (590)	92.94	.83	.77	15.23	
B	10	ADMINISTER EYE DROPS (15)	91.76	.48	.44	15.66	25

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	26

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
J 5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	100.00	.79	.79	.79	
J 12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	100.00	.57	.57	1.36	
J 13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	100.00	.75	.75	2.11	
J 14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	100.00	.62	.62	2.72	
J 17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	100.00	.54	.54	3.26	5
J 20	PREPARE PATIENT POSITIONING PLAN (487)	100.00	.63	.63	3.90	
J 24	SERVE INFLIGHT MEALS (558)	100.00	.40	.40	4.30	
J 26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	100.00	.55	.55	4.85	
A 66	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (250)	96.15	.69	.66	5.51	
A 67	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (251)	96.15	.60	.58	6.09	10
B 97	EXPLAIN AND APPLY SAFETY REGULATIONS IN CARING FOR PATIENTS (236)	96.15	.92	.88	6.97	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	96.15	.51	.49	7.46	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	96.15	.46	.44	7.90	
I 10	DEMONSTRATE NURSING PROCEDURES (169)	96.15	.83	.80	8.70	
J 23	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	96.15	.62	.60	9.30	15
B 3	ADMINISTER BED PANS OR URINALS (8)	92.31	.34	.31	9.61	
B 25	ADMINISTER ORAL MEDICATIONS (35)	92.31	.41	.38	9.99	
B 113	MONITOR INTRAVENOUS ADMINISTRATION (336)	92.31	.34	.32	10.30	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	92.31	.47	.43	10.74	
B 176	SERVE PRESCRIBED DIETS TO PATIENTS (561)	92.31	.35	.32	11.06	20
B 183	TAKE AND RECORD BLOOD PRESSURES (611)	92.31	.50	.46	11.51	
E 33	OBSERVE AND RECORD BEHAVIORAL REACTIONS OF PSYCHIATRIC PATIENTS (349)	92.31	.45	.41	11.92	
J 7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (214)	92.31	.57	.53	12.45	
J 15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	92.31	.69	.64	13.09	
J 16	PREPARE MEDICAL SUPPLIES OR EQUIPMENT FOR AEROMEDICAL EVACUATION (470)	92.31	.60	.55	13.65	25

STAGE = 139 KPATH ORDER FROM 262 TO 273 GP0139 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANS NURSE

TASK	JOB DESCRIPTION	CASES 1996	TASKS 448	DUTIES 10	MBRS 12				
		CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							TASK SEQ
		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....							
		AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....							NO
		PERCENT OF MEMBERS PERFORMING.....							
D-TSK		DUTY/TASK TITLE							
J	15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	100.00	1.76	1.76	1.76			
J	19	PREPARE PATIENT INFLIGHT TAGS (00602) (486)	100.00	1.53	1.53	3.29			
J	23	SECURE MEDICAL EQUIPMENT PRIOR TO TAKE-OFF (544)	100.00	1.50	1.50	4.79			
J	26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	100.00	1.62	1.62	6.41			
J	27	SUPERVISE INFLIGHT NURSING CARE (590)	100.00	1.71	1.71	8.12	5		
A	179	SUPERVISE 902X0 OR 902X2 PERSONNEL (608)	91.67	1.93	1.77	9.89			
I	5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	91.67	2.17	1.99	11.88			
J	5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	91.67	1.83	1.68	13.56			
J	14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	91.67	1.42	1.30	14.87			
J	17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	91.67	1.47	1.35	16.21	10		
J	20	PREPARE PATIENT POSITIONING PLAN (487)	91.67	1.49	1.36	17.58			
J	21	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (494)	91.67	1.26	1.16	18.73			
I	10	DEMONSTRATE NURSING PROCEDURES (169)	83.33	2.10	1.75	20.48			
I	13	OBTAIN TRAINING AIDS, SPACE OR EQUIPMENT (357)	83.33	1.70	1.41	21.90			
J	28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	83.33	1.34	1.11	23.01	15		
A	25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (158)	75.00	1.51	1.13	24.14			
A	26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	75.00	1.47	1.10	25.24			
I	31	WRITE LESSON PLANS (541)	75.00	1.61	1.21	26.45			
J	13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	75.00	1.64	1.23	27.68			
B	87	EXPLAIN AND APPLY SAFETY REGULATIONS IN CARING FOR PATIENTS (234)	66.67	1.92	1.28	28.95	20		
B	159	PREPARE PATIENTS FOR AEROMEDICAL EVACUATION (489)	66.67	1.49	1.00	29.95			
I	11	DEVELOP CURRICULA (186)	66.67	1.48	.99	30.94			
J	12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	66.67	1.32	.88	31.82			
J	16	PREPARE MEDICAL SUPPLIES OR EQUIPMENT FOR AEROMEDICAL EVACUATION (470)	66.67	1.43	.95	32.77			
J	24	SERVE INFLIGHT MEALS (558)	66.67	1.13	.75	33.52	25		

STAGE = 23 KPATH ORDER FROM 1814 TO 1920 GP0023 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MARS
		1996	648	10	107

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
J 15	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (457)	74.77	3.44	2.58	2.58	
J 17	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (479)	66.36	2.94	1.95	4.53	
J 20	PREPARE PATIENT POSITIONING PLAN (487)	66.36	3.29	2.18	6.71	
J 12	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (419)	62.42	2.73	1.71	8.42	
J 13	PLAN OR PROVIDE NURSING CARE IN FLIGHT (446)	60.75	3.27	1.99	10.41	5
J 14	PREPARE AIRCRAFT TO RECEIVE PATIENTS (455)	60.75	2.70	1.64	12.05	
J 21	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (494)	57.94	3.15	1.83	13.87	
B 3	ADMINISTER BED PANS OR URINALS (8)	52.34	2.71	1.42	15.29	
J 26	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (587)	52.34	2.59	1.35	16.64	
J 29	SUPERVISE THE ONLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (603)	52.34	2.75	1.44	18.09	10
J 23	SECURE MEDICAL EQUIPMENT PRIOR TO TAKE-OFF (544)	50.47	2.37	1.19	19.28	
J 27	SUPERVISE INFLIGHT NURSING CARE (590)	50.47	3.19	1.61	20.89	
B 16A	TAKE AND RECORD BLOOD PRESSURES (611)	48.60	2.51	1.22	22.11	
B 16B	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	47.66	2.43	1.16	23.27	
J 19	PREPARE PATIENT INFLIGHT TAGS (DD602) (486)	47.66	2.87	1.37	24.64	15
J 24	SERVE INFLIGHT MEALS (558)	47.66	2.42	1.15	25.79	
J 5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (152)	44.86	2.98	1.34	27.13	
J 7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (214)	44.86	2.56	1.15	28.27	
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	42.99	4.61	1.88	30.25	
J 28	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (600)	41.12	2.83	1.16	31.42	20
B 25	ADMINISTER ORAL MEDICATIONS (35)	39.25	2.76	1.08	32.50	
B 18	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	37.38	2.81	1.05	33.55	
J 16	PREPARE MEDICAL SUPPLIES OR EQUIPMENT FOR AEROMEDICAL EVACUATION (470)	37.38	2.42	.90	34.46	
B 33	AMBULATE PATIENTS (49)	36.45	2.60	.95	35.41	
J 11	OPERATE INFLIGHT EMERGENCY OXYGEN SYSTEMS (361)	35.51	1.83	.65	36.05	25

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STAGE # 323 KPATH ORDER FROM 276 TO 302 GP0323 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	27

D-TSK		DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A	83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	96.30	1.56	1.50	1.50	
C	1	ASSIST ANESTHETIST DURING OPERATING ROOM OR DELIVERY ROOM PROCEDURES (74)	96.30	1.76	1.70	3.20	
C	3	CIRCULATE DURING OPERATIONS AND ANTICIPATE THE NEEDS OF SCRUBBED MEMBERS OF SURGICAL TEAMS OR ANESTHETISTS (117)	96.30	2.14	2.06	5.26	
C	8	DIRECT OR SUPERVISE THE PREPARATION OF SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (203)	96.30	1.59	1.53	6.80	
C	24	PERFORM SPONGE AND NEEDLE COUNTS (427)	96.30	1.83	1.76	8.56	5
C	26	POSITION PATIENT FOR OR DURING SURGICAL PROCEDURES (454)	96.30	1.67	1.61	10.17	
C	31	PREPARE THE SURGICAL SUITE FOR SURGICAL PROCEDURES (501)	96.30	1.69	1.63	11.80	
C	34	SUPERVISE PERFORMANCE OF PERSONNEL DURING OR SURGICAL PROCEDURES (598)	96.30	1.80	1.74	13.54	
F	17	STERILIZE INSTRUMENTS (575)	96.30	1.62	1.56	15.10	
B	69	CATHETERIZE PATIENTS (111)	92.59	1.37	1.27	16.37	10
B	71	CLEAN AND MAINTAIN EQUIPMENT (118)	92.59	1.39	1.29	17.66	
B	145	PERFORM SURGICAL SKIN PREPS ON PATIENTS PRIOR TO OPERATIVE PROCEDURES (429)	92.59	1.69	1.57	19.23	
C	6	DIRECT OR SUPERVISE THE PREPARATION OF OPERATIVE SITES FOR SURGICAL PROCEDURES (200)	92.59	1.56	1.44	20.67	
C	7	FUNCTION IN ON-CALL STATUS (243)	92.59	2.06	1.91	22.57	
C	27	PREPARE OPERATIVE AREA OF PATIENT FOR SURGERY (475)	92.59	1.77	1.63	24.21	15
C	14	MAKE UP INSTRUMENT SETS OR SURGICAL PACKS FOR OPERATIVE PROCEDURES (319)	88.89	1.54	1.37	25.58	
C	18	ORGANIZE PERSONNEL ASSISTING WITH SURGICAL PROCEDURES (367)	88.89	1.49	1.32	26.90	
F	16	PREPARE ITEMS FOR STERILIZATION (469)	88.89	1.57	1.40	28.29	
B	117	MONITOR MAINTENANCE OF ASEPTIC TECHNIQUE (337)	85.19	1.90	1.62	29.91	
C	20	ORGANIZE SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (369)	85.19	1.67	1.43	31.34	20
D	13	OBSERVE PATIENT'S CONDITION DURING SURGICAL PROCEDURE AND ADVISE SURGEON (352)	85.19	1.21	1.03	32.37	
B	60	ASSIST WITH BLOOD TRANSFUSIONS (94)	81.48	.95	.78	33.15	
B	72	CLEAN DELIVERY OR OPERATING ROOM (119)	81.48	1.26	1.03	34.18	
B	84	DRAPE PATIENT FOR SURGICAL PROCEDURE (211)	81.48	1.23	1.00	35.18	
B	57	ASSIST WITH BIOPSIES (93)	77.78	1.34	1.04	36.22	25

STAGE # 398 KPATH ORDER FROM 303 TO 390 GP0398 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	88

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	100.00	.77	.77	.77	
C 3	CIRCULATE DURING OPERATIONS AND ANTICIPATE THE NEEDS OF SCRUBBED MEMBERS OF SURGICAL TEAMS OR ANESTHETISTS (117)	100.00	1.00	1.00	1.77	
C 31	PREPARE THE SURGICAL SUITE FOR SURGICAL PROCEDURES (501)	100.00	.88	.88	2.64	
C 8	DIRECT OR SUPERVISE THE PREPARATION OF SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (203)	98.86	.84	.83	3.48	
C 14	MAKE UP INSTRUMENT SETS OR SURGICAL PACKS FOR OPERATIVE PROCEDURES (319)	98.86	.79	.76	4.26	5
C 27	PREPARE OPERATIVE AREA OF PATIENT FOR SURGERY (475)	98.86	.84	.83	5.08	
F 17	STERILIZE INSTRUMENTS (575)	98.86	.81	.80	5.88	
B 146	PERFORM SURGICAL SKIN PREPS ON PATIENTS PRIOR TO OPERATIVE PROCEDURES (429)	97.73	.86	.84	6.72	
C 5	DIRECT OR INSTRUCT PERSONNEL IN PREPARATION, DISINFECTION AND CARE OF OR OR DELIVERY ROOM (197)	97.73	.86	.85	7.57	
C 6	DIRECT OR SUPERVISE THE PREPARATION OF OPERATIVE SITES FOR SURGICAL PROCEDURES (200)	97.73	.91	.89	8.46	10
C 24	PERFORM SPONGE AND NEEDLE COUNTS (427)	97.73	.88	.86	9.32	
C 26	POSITION PATIENT FOR OR DURING SURGICAL PROCEDURES (454)	97.73	.84	.82	10.14	
B 69	CATHETERIZE PATIENTS (111)	96.59	.66	.64	10.78	
B 119	MONITOR MAINTENANCE OF ASEPTIC TECHNIQUE (337)	96.59	.98	.94	11.72	
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	96.59	.71	.68	12.41	15
C 11	MAINTAIN RECORD OF SURGICAL PROCEDURES (302)	96.59	.82	.79	13.20	
F 15	PREPARE ITEMS FOR STERILIZATION (469)	96.59	.77	.74	13.94	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	95.45	.56	.54	14.47	
C 18	ORGANIZE PERSONNEL ASSISTING WITH SURGICAL PROCEDURES (367)	95.45	.87	.83	15.30	
B 71	CLEAN AND MAINTAIN EQUIPMENT (118)	94.32	.76	.72	16.02	20
B 84	DRAPE PATIENT FOR SURGICAL PROCEDURE (211)	94.32	.66	.62	16.65	
C 20	ORGANIZE SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (269)	94.32	.89	.84	17.48	
C 34	SUPERVISE PERFORMANCE OF PERSONNEL DURING OR SURGICAL PROCEDURES (599)	94.32	1.00	.94	18.43	
F 18	STERILIZE SUPPLIES (576)	94.32	.70	.66	19.08	
B 72	CLEAN DELIVERY OR OPERATING ROOM (119)	92.05	.70	.65	19.73	25

STAGE = 214 KPATH ORDER FROM 395 TO 513 GP0214 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	119

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 183	TAKE AND RECORD BLOOD PRESSURES (611)	99.16	1.25	1.24	1.24	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	98.32	1.30	1.28	2.52	
B 101	INSERT ORAL AIRWAY (273)	98.32	1.11	1.10	3.62	
E 24	INSERT INTRAVENOUS PLACEMENT UNITS, SUCH AS INTERCATHS OR JELCO NEEDLES (271)	98.32	1.11	1.09	4.70	
B 18	ADMINISTER INTRAVENOUS MEDICATIONS (27)	97.48	1.14	1.11	5.81	5
C 16	MONITOR PATIENT BLOOD LOSS (339)	97.48	1.22	1.19	7.00	
B 107	MAINTAIN OR REMOVE ORAL AIRWAYS (299)	96.64	1.12	1.08	8.08	
B 106	MAINTAIN OR DISCONTINUE BLOOD TRANSFUSIONS (298)	95.80	.82	.78	8.84	
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	95.80	1.00	.96	9.82	
D 6	EXPLAIN ANESTHETIC PROCEDURE TO PATIENT (237)	95.80	1.12	1.07	10.89	10
B 119	MONITOR INTRAVENOUS ADMINISTRATION (336)	94.96	1.26	1.19	12.08	
D 3	ADMINISTER INTRAVENOUS ANESTHESIA OR OTHER DRUGS ACCESSORY TO ANESTHESIA (25)	94.96	1.25	1.19	13.27	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	94.96	.95	.90	14.17	
B 100	INSERT NASO-GASTRIC TUBES (272)	94.12	.80	.75	14.93	
B 149	PERFORM ENDOTRACHEAL SUCTION (432)	94.12	.97	.91	15.84	15
B 22	ADMINISTER NARCOTICS (32)	93.28	.94	.88	16.72	
B 183	SET UP OR USE OXYGEN EQUIPMENT (570)	93.28	.98	.91	17.63	
C 9	FUNCTION IN ON-CALL STATUS (293)	93.28	1.22	1.13	18.76	
D 2	ADMINISTER INHALATION ANESTHESIA (21)	93.28	1.33	1.24	20.01	
D 5	DETERMINE TYPE OF ANESTHETIC AGENT TO BE USED (179)	93.28	1.13	1.06	21.07	20
D 10	MONITOR PATIENT'S LEVEL OF PAIN OR CONSCIOUSNESS (340)	93.28	1.29	1.20	22.27	
D 7	MAINTAIN ANESTHESIA DURING OPERATIVE, DELIVERY ROOM OR DIAGNOSTIC PROCEDURES (292)	92.44	1.29	1.19	23.46	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	91.60	1.04	.95	24.41	
D 13	OBSERVE PATIENT'S CONDITION DURING SURGICAL PROCEDURE AND ADVISE SURGEON (352)	91.60	1.29	1.18	25.59	
D 14	PERFORM ENDOTRACHEAL INTUBATION (398)	91.60	1.10	1.00	26.60	25

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STAGE = 898 KPATH ORDER FROM 582 TO 659 GP0898 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
	1996	648	10	78

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	100.00	.40	.40	.40	
A 99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	100.00	.33	.33	.73	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	100.00	.38	.38	1.11	
B 33	AMBULATE PATIENTS (49)	100.00	.35	.35	1.45	
B 56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	100.00	.35	.35	1.81	5
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	100.00	.39	.39	2.19	
B 125	OBTAIN PATIENT OR FAMILY CONSENT FOR TREATMENT (356)	100.00	.33	.33	2.52	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	100.00	.37	.37	2.89	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	100.00	.35	.35	3.24	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	98.72	.37	.37	3.60	10
A 98	NOTIFY PHYSICIANS OF OUTDATED ORDERS (347)	98.72	.34	.33	3.93	
A 180	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	98.72	.32	.32	4.25	
B 22	ADMINISTER NARCOTICS (32)	98.72	.36	.36	4.61	
B 25	ADMINISTER ORAL MEDICATIONS (36)	98.72	.35	.35	4.96	
B 28	ADMINISTER SUBLINGUAL MEDICATIONS (40)	98.72	.28	.28	5.24	15
B 70	CHANGE DRESSINGS (112)	98.72	.31	.31	5.55	
B 115	MAKE WARD ROUNDS WITH PHYSICIANS (322)	98.72	.36	.35	5.91	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	98.72	.34	.34	6.24	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	98.72	.38	.38	6.62	
B 163	PREPARE PRESCRIBED MEDICATIONS (495)	98.72	.36	.36	6.98	20
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	98.72	.34	.33	7.31	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	98.72	.33	.33	7.64	
A 9	ASSIST PATIENTS IN PLACING TELEPHONE CALLS (88)	97.44	.30	.29	7.93	
A 14	CHECK MASTER DIET LIST AGAINST PHYSICIANS' ORDERS (115)	97.44	.32	.32	8.25	
A 41	DIRECT OR SUPERVISE THE ADMINISTRATION OF DRUGS (199)	97.44	.37	.36	8.61	25

STAGE = 672 KPATH ORDER FROM 681 TO 1088 GP0672 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ASG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	408

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 25	ADMINISTER ORAL MEDICATIONS (35)	99.51	.68	.67	.67	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	99.51	.59	.59	1.26	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	99.26	.70	.70	1.96	
B 33	AMBULATE PATIENTS (49)	98.77	.59	.59	2.55	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	98.77	.59	.58	3.13	5
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	98.53	.55	.54	3.67	
B 183	TAKE AND RECORD BLOOD PRESSURES (611)	98.53	.52	.51	4.18	
B 107	MAKE ENTRIES IN WARD CARDEXES (309)	98.04	.70	.69	4.87	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	98.04	.51	.50	5.37	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	97.55	.68	.67	6.04	10
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	97.55	.63	.62	6.65	
A 93	NOTIFY PHYSICIANS OF OUTDATED ORDERS (347)	97.55	.56	.55	7.20	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	97.55	.63	.62	7.82	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	97.30	.64	.62	8.44	
B 22	ADMINISTER NARCOTICS (32)	97.30	.63	.61	9.05	15
B 56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	97.30	.62	.60	9.65	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	97.06	.69	.67	10.32	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	96.81	.63	.61	10.93	
B 79	COLLECT FOOD TRAYS OR SERVING UNITS (125)	96.81	.52	.51	11.44	
B 70	CHANGE DRESSINGS (112)	96.57	.54	.52	11.96	20
B 26	ADMINISTER PARTIAL BED BATHS (36)	96.32	.49	.47	12.43	
B 108	MAKE BEDS OTHER THAN POSTOPERATIVE OR RECOVERY (308)	96.32	.50	.49	12.92	
B 3	ADMINISTER BED PANS OR URINALS (8)	95.83	.53	.51	13.43	
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	95.83	.47	.45	13.88	
B 35	APPLY BANDAGES (53)	95.83	.50	.48	14.36	25

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STAGE = 468 KPATH ORDER FROM 1291 TO 1366 GP0468 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
	1996	648	10	76

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 25	ADMINISTER ORAL MEDICATIONS (35)	100.00	1.30	1.30	1.30	
B 15	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	98.68	1.16	1.15	2.45	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	98.68	1.24	1.23	3.67	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	98.68	1.01	.99	4.67	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	97.37	1.18	1.15	5.81	5
B 2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (2)	97.37	.93	.90	6.72	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	97.37	1.07	1.04	7.76	
B 22	ADMINISTER NARCOTICS (32)	97.37	1.15	1.12	8.88	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	97.37	.92	.89	9.77	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	97.37	1.22	1.19	10.95	10
B 141	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	96.05	1.02	.98	11.93	
B 94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	94.74	1.14	1.08	13.01	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	94.74	.79	.75	13.75	
B 3	ADMINISTER BED PANS OR URINALS (8)	93.42	.96	.90	14.65	
B 33	AMBULATE PATIENTS (49)	93.42	1.01	.94	15.59	15
B 78	COLLECT FOOD TRAYS OR SERVING UNITS (125)	93.42	.88	.82	16.41	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	93.42	.99	.92	17.33	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	93.42	.98	.92	18.25	
A 15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	92.11	1.29	1.19	19.44	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	92.11	1.18	1.09	20.53	20
A 146	RECOPY PHYSICIANS' ORDERS (516)	92.11	1.13	1.05	21.57	
B 56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	92.11	.97	.89	22.47	
B 109	MAKE ENTRIES IN WARD CARDEXES (309)	90.79	1.28	1.16	23.63	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	90.79	.81	.73	24.36	
B 115	MAKE WARD ROUNDS WITH PHYSICIANS (322)	88.16	.97	.86	25.22	25

STAGE = 539 KPATH ORDER FROM 1224 TO 1260 GP0539 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	37

D-TSK		DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A	22	COORDINATE WITH WARDMASTER (NCOIC) REGARDING ADMINISTRATIVE MATTERS (155)	100.00	.75	.75	.75	
A	23	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (156)	100.00	.77	.77	1.53	
B	81	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (159)	100.00	.70	.70	2.23	
B	122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	100.00	.75	.75	2.98	
A	4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	97.30	.73	.71	3.69	5
A	10	BRIEF FAMILY ON CONDITION OF PATIENTS (106)	97.30	.55	.54	4.22	
A	21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	97.30	.77	.75	4.98	
A	76	INTERPRET ADMINISTRATIVE POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (277)	97.30	.63	.61	5.59	
A	99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	97.30	.52	.51	6.10	
A	143	PROVIDE SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL (510)	97.30	.56	.54	6.64	10
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	97.30	.49	.48	7.12	
B	25	ADMINISTER ORAL MEDICATIONS (35)	97.30	.57	.55	7.67	
B	94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	97.30	.67	.65	8.32	
B	113	MAKE WARD ROUNDS ALONE (320)	97.30	.70	.68	9.01	
B	123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	97.30	.69	.67	9.68	15
B	141	PERFORM PATIENT ADMISSION, TRANSFER OR DISPOSITION PROCEDURES (411)	97.30	.74	.72	10.40	
A	26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	94.59	.50	.47	10.87	
A	60	EVALUATE THE QUALITY OF PATIENT CARE (232)	94.59	.73	.69	11.56	
A	66	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (250)	94.59	.60	.57	12.12	
A	67	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (251)	94.59	.63	.60	12.72	20
A	133	PREPARE OR MAINTAIN INPATIENT RECORDS (480)	94.59	.75	.71	13.44	
A	144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	94.59	.58	.55	13.98	
B	3	ADMINISTER BED PANS OR URINALS (8)	94.59	.32	.30	14.28	
B	22	ADMINISTER NARCOTICS (32)	94.59	.48	.45	14.73	
B	33	AMBULATE PATIENTS (49)	94.59	.44	.41	15.14	25

STAGE = 133 KPATH ORDER FROM 1575 TO 1607 GP0133 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANS NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	33

O-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 3	ADMINISTER BED PANS OR URINALS (8)	93.94	1.56	1.47	1.47	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	93.94	1.70	1.60	3.06	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	90.91	1.82	1.66	4.72	
B 25	ADMINISTER ORAL MEDICATIONS (35)	87.88	1.69	1.49	6.21	
B 133	TAKE AND RECORD BLOOD PRESSURES (611)	87.88	1.41	1.24	7.45	5
B 139	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	87.88	1.42	1.25	8.69	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	84.85	1.49	1.26	9.95	
B 33	AMBULATE PATIENTS (49)	84.85	1.63	1.39	11.34	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	84.85	1.52	1.29	12.64	
B 22	ADMINISTER NARCOTICS (32)	81.82	1.65	1.35	13.98	10
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	81.82	1.82	1.49	15.47	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	78.79	1.59	1.25	16.72	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	72.73	1.56	1.13	17.85	
A 13	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	69.70	1.62	1.13	18.99	
B 2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (2)	69.70	1.24	.87	19.85	15
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	69.70	1.48	1.03	20.88	
B 131	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	69.70	1.44	1.00	21.89	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	69.70	1.49	1.04	22.93	
B 13	ADMINISTER INTRAVENOUS MEDICATIONS (27)	66.67	1.52	1.01	23.94	
B 73	COLLECT FOOD TRAYS OR SERVING UNITS (125)	66.67	1.48	.99	24.93	20
B 94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	63.64	1.48	.94	25.87	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	60.61	1.45	.88	26.75	
B 26	ADMINISTER PARTIAL BED BATHS (36)	60.61	1.50	.91	27.66	
B 30	ADMINISTER TOPICAL MEDICATIONS (42)	60.61	1.25	.75	28.41	
B 55	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	60.61	1.70	1.03	29.44	25

STAGE = 331 XPATH ORDER FROM 1418 TO 1434 GP0331 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = REG & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MHRS
		1996	648	10	17

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	100.00	.83	.83	.83	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	100.00	.85	.85	1.68	
B 157	PREPARE PATIENTS FOR AEROMEDICAL EVACUATION (489)	100.00	1.04	1.04	2.71	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	100.00	.67	.67	3.38	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	100.00	.65	.65	4.03	5
A 9	ASSIST PATIENTS IN PLACING TELEPHONE CALLS (88)	94.12	.68	.64	4.68	
A 11	BRIEF OR ASSIST PATIENTS ENROUTE WITH MATTERS SUCH AS: ORDERS, TRANSPORTATION OR NEXT STAGE OF JOURNEY (107)	94.12	1.09	1.03	5.70	
A 23	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (156)	94.12	.91	.86	6.56	
A 100	ORDER OR COORDINATE PATIENT DIETS WITH FOOD SERVICE (362)	94.12	.87	.82	7.38	
B 3	ADMINISTER BED PANS OR URINALS (8)	94.12	.67	.63	8.02	10
B 11	ADMINISTER EYE DROPS (15)	94.12	.72	.68	8.69	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	94.12	.85	.80	9.50	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	94.12	.81	.76	10.26	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	94.12	.91	.86	11.12	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	94.12	.90	.85	11.97	15
A 132	PREPARE OR GIVE DAILY NURSING REPORTS AT THE WARD LEVEL ON MATTERS SUCH AS BED CENSUS, SI, VIP'S OR SPECIAL INTEREST PATIENTS (478)	88.24	.74	.65	12.62	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	88.24	.71	.63	13.25	
B 25	ADMINISTER ORAL MEDICATIONS (35)	88.24	.94	.83	14.08	
B 41	APPLY COLD BY ICE CAP OR COMPRESSES (59)	88.24	.68	.60	14.68	
B 70	CHANGE DRESSINGS (112)	88.24	.79	.70	15.37	20
B 92	GIVE BACK RUBS (245)	88.24	.68	.60	15.97	
B 94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	88.24	.80	.70	16.68	
B 113	MAKE WARD ROUNDS ALONE (323)	88.24	1.07	.94	17.62	
B 115	MAKE WARD ROUNDS WITH PHYSICIANS (322)	88.24	.71	.63	18.25	
B 163	PREPARE PRESCRIBED MEDICATIONS (495)	88.24	.92	.81	19.05	25

STAGE = 717 KPATH ORDER FROM 1089 TO 1217 GP0717 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	129

D-TSK		CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING..... PERCENT OF MEMBERS PERFORMING.....				TASK SEQ NO
		DUTY/TASK TITLE				
B	77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	100.00	.48	.48	.48	
B	122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	100.00	.65	.65	1.13	
B	183	TAKE AND RECORD BLOOD PRESSURES (611)	100.00	.62	.62	1.76	
E	1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	100.00	.53	.53	2.29	
A	15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	99.22	.57	.57	2.85	5
A	102	ORIENT NEW PATIENTS TO HOSPITAL RULES AND FACILITIES (370)	99.22	.52	.52	3.37	
B	120	MONITOR THE PROGRESS OF PATIENTS IN LABOR (344)	99.22	.75	.74	4.12	
B	189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	99.22	.58	.58	4.69	
B	17	ADMINISTER INTRAVENOUS INFUSIONS (26)	98.45	.60	.59	5.29	
B	109	MAKE ENTRIES IN WARD CARDEXES (309)	98.45	.58	.57	5.86	10
B	116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	98.45	.46	.45	6.31	
C	15	MONITOR FETAL HEART TONES (333)	98.45	.64	.63	6.94	
A	4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	97.67	.59	.58	7.52	
A	99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	97.67	.56	.54	8.06	
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	97.67	.57	.56	8.62	15
B	108	MAKE BEDS OTHER THAN POSTOPERATIVE OR RECOVERY (308)	97.67	.47	.46	9.08	
B	118	MONITOR INTRAVENOUS ADMINISTRATION (336)	97.67	.64	.63	9.71	
B	123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	97.67	.65	.64	10.34	
B	160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	97.67	.57	.55	10.89	
C	25	POSITION PATIENT FOR OR DURING DELIVERY ROOM PROCEDURES (453)	97.67	.64	.63	11.52	20
A	180	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	96.90	.56	.55	12.07	
B	3	ADMINISTER BED PANS OR URINALS (8)	96.90	.48	.47	12.53	
B	25	ADMINISTER ORAL MEDICATIONS (35)	96.90	.58	.56	13.09	
B	33	AMBULATE PATIENTS (49)	96.90	.58	.56	13.65	
B	56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (89)	96.90	.51	.49	14.14	25

STAGE = 439 KPATH ORDER FROM 1367 TO 1416 GP0439 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
	1996	648	10	50

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	100.00	.89	.89	.89	
B 120	MONITOR THE PROGRESS OF PATIENTS IN LABOR (344)	100.00	1.21	1.21	2.09	
C 25	POSITION PATIENT FOR OR DURING DELIVERY ROOM PROCEDURES (453)	100.00	1.09	1.09	3.18	
B 22	ADMINISTER NARCOTICS (32)	98.00	.89	.87	4.05	
B 25	ADMINISTER ORAL MEDICATIONS (35)	98.00	.85	.83	4.88	5
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	98.00	1.01	.99	5.87	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	98.00	.94	.92	6.79	
B 9	ADMINISTER ENEMAS (14)	96.00	.91	.87	7.67	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	96.00	.86	.83	8.49	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	96.00	.94	.90	9.39	10
B 58	ASSIST PHYSICIAN OR ANOTHER NURSE WITH INFANT DELIVERIES (91)	96.00	1.08	1.04	10.43	
B 65	ASSIST WITH VAGINAL EXAMINATIONS (103)	96.00	1.07	1.03	11.46	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	96.00	.76	.72	12.18	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	96.00	.71	.68	12.86	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	96.00	.93	.89	13.75	15
A 15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	94.00	.91	.85	14.60	
B 2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (2)	94.00	.77	.72	15.32	
B 33	AMBULATE PATIENTS (49)	94.00	.89	.84	16.17	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	94.00	.79	.74	16.90	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	94.00	1.11	1.04	17.94	20
B 160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	94.00	.98	.92	18.87	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	94.00	.80	.75	19.62	
A 190	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	92.00	.91	.84	20.45	
B 3	ADMINISTER BED PANS OR URINALS (8)	92.00	.70	.64	21.10	
B 18	ADMINISTER INTRAVENOUS MEDICATIONS (27)	92.00	.84	.78	21.87	25

STAGE # 214 KPATH ORDER FROM 1444 TO 1456 GP0218 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	HRS
		1996	648	10	13

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....	PERCENT OF MEMBERS PERFORMING.....	TASK SEQ NO
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	100.00	.87	.87	.87	
A 93	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	92.31	1.09	1.01	1.88	
B 10	ADMINISTER EYE DROPS (15)	92.31	.74	.68	2.56	
B 14	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	92.31	.96	.89	3.45	
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	92.31	.80	.74	4.19	5
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	92.31	.74	.68	4.87	
B 103	INSERT NASO-GASTRIC TUBES (272)	92.31	1.03	.95	5.82	
B 161	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (493)	92.31	1.09	1.01	6.83	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	92.31	1.13	1.04	7.87	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	84.62	.97	.82	8.69	10
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	84.62	1.14	.96	9.65	
A 123	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (462)	84.62	1.00	.85	10.50	
A 132	PREPARE OR GIVE DAILY NURSING REPORTS AT THE WARD LEVEL ON MATTERS SUCH AS BED CENSUS, SI, VIP'S OR SPECIAL INTEREST PATIENTS (478)	84.62	1.01	.86	11.35	
A 180	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	84.62	.92	.78	12.13	
B 25	ADMINISTER ORAL MEDICATIONS (35)	84.62	.67	.57	12.70	15
B 74	CLEAN PATIENT CARE UNIT (121)	84.62	1.09	.92	13.62	
B 99	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	84.62	1.05	.89	14.51	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	84.62	1.31	1.11	15.62	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	84.62	1.33	1.13	16.75	
B 136	PERFORM GASTRIC GAVAGE (490)	84.62	.95	.81	17.55	20
B 157	PREPARE INFANT I.D. BANDS OR FOOTPRINTS (967)	84.62	.90	.76	18.31	
B 183	SET UP OR USE OXYGEN EQUIPMENT (570)	84.62	1.00	.85	19.16	
B 184	SET UP OR USE SUCTION EQUIPMENT (571)	84.62	1.02	.87	20.02	
E 63	TAKE CULTURES TO DETERMINE THE EXISTENCE OF DISEASE-PRODUCING ORGANISMS (613)	84.62	1.03	.87	20.90	
G 32	RECOMMEND INFANT FORMULA CHANGES OR FEEDING SCHEDULES (515)	84.62	1.12	.95	21.85	25

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	HRS
		1990	648	10	22

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B 65	ASSIST WITH VAGINAL EXAMINATIONS (103)	100.00	1.04	1.04	1.04	
B 174	SERVE AS CHAPERONE FOR MEDICAL EXAMINATION OR TREATMENT (552)	100.00	.93	.93	1.97	
B 189	TAKE AND RECORD BLOOD PRESSURES (611)	100.00	.81	.81	2.78	
G 35	SCHEDULE CLINIC APPOINTMENTS (537)	100.00	.83	.83	3.61	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	95.45	.96	.92	4.52	5
A 134	PREPARE OR MAINTAIN OUTPATIENT RECORDS (481)	95.45	.95	.90	5.43	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	95.45	.65	.62	6.05	
A 157	SCHEDULE DIAGNOSTIC TESTS, CONSULTATIONS OR SPECIAL PROCEDURES WITH APPROPRIATE DEPARTMENTS (538)	95.45	.70	.67	6.72	
A 183	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (637)	95.45	.62	.59	7.31	
B 52	ASSIST IN OBTAINING PAP (PAPANICOLAOU) SMEAR (82)	95.45	1.00	.95	8.26	10
B 81	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (159)	95.45	.90	.86	9.12	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	95.45	.63	.60	9.72	
B 125	OBTAIN PATIENT OR FAMILY CONSENT FOR TREATMENT (356)	95.45	.61	.59	10.30	
B 161	PREPARE PATIENTS FOR SPECIAL DIAGNOSTIC OR TREATMENT PROCEDURES (491)	95.45	.79	.76	11.06	
E 62	SUGGEST OR ORDER LABORATORY OR X-RAY PROCEDURES FOR PATIENTS (577)	95.45	.89	.85	11.91	15
E 73	WRITE PRESCRIPTIONS FOR PHYSICIAN SIGNATURE (646)	95.45	.93	.89	12.80	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	90.91	.82	.74	13.54	
A 123	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (462)	90.91	.83	.76	14.30	
A 150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	90.91	.71	.64	14.94	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	90.91	.54	.49	15.49	20
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	90.91	.58	.53	15.97	
B 170	REVIEW OR INTERPRET LAB REPORTS AND REPORT FINDINGS TO PHYSICIAN (530)	90.91	.77	.70	16.66	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	90.91	.68	.62	17.28	
G 23	MANAGE AN ADULT OUTPATIENT CLINIC SUCH AS OB-GYN, CANCER DETECTION, FAMILY PLANNING, NUTRITION OR DIABETES (324)	90.91	1.03	.94	18.22	
G 36	SCREEN OUTPATIENTS TO DETERMINE THEIR CLASSIFICATION OR PRIORITY OF TREATMENT (541)	90.91	.93	.84	19.06	25

STAGE = 390 KPATH ORDER FROM 1479 TO 1510 GP0390 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	32

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....	PERCENT OF MEMBERS PERFORMING.....	TASK SEQ NO
A 134	PREPARE OR MAINTAIN OUTPATIENT RECORDS (481)	100.00	.73	.73	.73	
A 150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	100.00	.66	.66	1.39	
B 12	ADMINISTER FIRST AID (17)	100.00	.57	.57	1.96	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	100.00	.64	.64	2.60	
B 189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	100.00	.63	.63	3.24	5
A 66	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (250)	96.88	.58	.57	3.80	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	96.88	.65	.63	4.43	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	93.75	.79	.74	5.18	
A 67	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (251)	93.75	.65	.60	5.78	
A 77	INTERPRET PROFESSIONAL POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (280)	93.75	.56	.53	6.31	10
A 123	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (462)	93.75	.70	.66	6.96	
E 70	WRITE PRESCRIPTIONS FOR PHYSICIAN SIGNATURE (646)	93.75	.70	.66	7.62	
I 10	DEMONSTRATE NURSING PROCEDURES (169)	93.75	.57	.53	8.16	
A 26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	90.63	.52	.47	8.63	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	90.63	.61	.55	9.18	15
B 22	ADMINISTER NARCOTICS (32)	90.63	.54	.49	9.67	
B 25	ADMINISTER ORAL MEDICATIONS (35)	90.63	.42	.38	10.05	
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	90.63	.50	.46	10.50	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	90.63	.52	.47	10.97	
B 160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	90.63	.78	.71	11.68	20
B 161	PREPARE PATIENTS FOR SPECIAL DIAGNOSTIC OR TREATMENT PROCEDURES (491)	90.63	.59	.53	12.21	
B 174	SERVE AS CHAPERONE FOR MEDICAL EXAMINATION OR TREATMENT (552)	90.63	.77	.70	12.91	
E 63	TAKE CULTURES TO DETERMINE THE EXISTENCE OF DISEASE-PRODUCING ORGANISMS (613)	90.63	.65	.59	13.50	
A 10	BRIEF FAMILY ON CONDITION OF PATIENTS (106)	87.50	.51	.44	13.94	
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	87.50	.74	.65	14.59	25

STAGE # 348 XPATH ORDER FROM 1512 TO 1527 GP0348 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	HRS
		1996	648	10	16

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	100.00	1.07	1.07	1.07	
B 163	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	100.00	1.14	1.14	2.21	
B 183	TAKE AND RECORD BLOOD PRESSURES (611)	100.00	.92	.92	3.13	
B 187	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	100.00	.96	.96	4.09	
A 41	DIRECT OR SUPERVISE THE ADMINISTRATION OF DRUGS (199)	93.75	.85	.80	4.89	5
B 33	APPLY BANDAGES (53)	93.75	.96	.90	5.79	
B 65	ASSIST WITH VAGINAL EXAMINATIONS (103)	93.75	1.15	1.08	6.87	
B 86	ESCORT PATIENTS ON AMBULANCE RUNS (215)	93.75	.72	.67	7.54	
E 63	TAKE CULTURES TO DETERMINE THE EXISTENCE OF DISEASE-PRODUCING ORGANISMS (613)	93.75	1.12	1.05	8.59	
A 13	BRIEF FAMILY ON CONDITION OF PATIENTS (136)	87.50	.94	.82	9.41	10
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	87.50	1.14	1.00	10.41	
B 12	ADMINISTER FIRST AID (17)	87.50	.89	.78	11.19	
B 15	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	87.50	.91	.80	11.99	
B 22	ADMINISTER NARCOTICS (32)	87.50	.73	.64	12.63	
B 25	ADMINISTER ORAL MEDICATIONS (35)	87.50	.68	.60	13.23	15
B 77	CHANGE DRESSINGS (112)	87.50	.92	.81	14.03	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	87.50	.90	.79	14.83	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	87.50	1.12	.98	15.81	
B 161	PREPARE PATIENTS FOR SPECIAL DIAGNOSTIC OR TREATMENT PROCEDURES (491)	87.50	.94	.82	16.63	
B 165	PROVIDE EMOTIONAL SUPPORT TO PATIENT FAMILIES (509)	87.50	.89	.78	17.41	20
B 173	REVIEW OR INTERPRET LAB REPORTS AND REPORT FINDINGS TO PHYSICIAN (530)	87.50	1.01	.88	18.29	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	87.50	.67	.59	18.88	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	87.50	.48	.42	19.30	
G 35	SCREEN OUTPATIENTS TO DETERMINE THEIR CLASSIFICATION OR PRIORITY OF TREATMENT (541)	87.50	1.26	1.10	20.40	
A 9	ASSIST PATIENTS IN PLACING TELEPHONE CALLS (98)	81.25	.67	.54	20.94	25

STAGE = 57 KPATH ORDER FROM 1770 TO 1808 GP0057 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	39

D-TSK		DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
B	180	TAKE AND RECORD BLOOD PRESSURES (611)	79.49	2.04	1.62	1.62	
E	70	WRITE PRESCRIPTIONS FOR PHYSICIAN SIGNATURE (646)	79.49	2.27	1.81	3.43	
B	179	SERVE AS CHAPERONE FOR MEDICAL EXAMINATION OR TREATMENT (552)	76.92	2.54	1.95	5.38	
G	35	SCHEDULE CLINIC APPOINTMENTS (537)	74.36	2.13	1.58	6.96	
A	4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	71.79	2.70	1.94	8.90	5
B	170	REVIEW OR INTERPRET LAB REPORTS AND REPORT FINDINGS TO PHYSICIAN (530)	71.79	1.87	1.34	10.24	
A	144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	69.23	1.87	1.30	11.53	
E	34	OBTAIN MEDICAL HISTORY FROM PATIENT OR OTHER INFORMANT (354)	69.23	2.68	1.86	13.39	
G	36	SCREEN OUTPATIENTS TO DETERMINE THEIR CLASSIFICATION OR PRIORITY OF TREATMENT (541)	69.23	2.49	1.73	15.11	
A	83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	66.67	2.10	1.40	16.51	10
A	134	PREPARE OR MAINTAIN OUTPATIENT RECORDS (481)	66.67	2.34	1.56	18.07	
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	66.67	1.29	.86	18.94	
B	65	ASSIST WITH VAGINAL EXAMINATIONS (103)	66.67	2.28	1.52	20.46	
B	52	ASSIST IN OBTAINING PAP (PAPANICOLAOU) SMEAR (82)	64.10	2.55	1.64	22.09	
B	189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	64.10	1.86	1.19	23.29	15
A	123	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (462)	61.54	2.14	1.32	24.61	
A	157	SCHEDULE DIAGNOSTIC TESTS, CONSULTATIONS OR SPECIAL PROCEDURES WITH APPROPRIATE DEPARTMENTS (538)	61.54	1.61	.99	25.60	
B	160	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (490)	58.97	2.68	1.58	27.18	
E	63	TAKE CULTURES TO DETERMINE THE EXISTENCE OF DISEASE-PRODUCING ORGANISMS (613)	56.41	2.02	1.14	28.32	
A	150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	53.85	1.92	1.03	29.35	20
E	62	SUGGEST OR ORDER LABORATORY OR X-RAY PROCEDURES FOR PATIENTS (577)	53.85	2.19	1.18	30.53	
B	77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	51.28	1.79	.92	31.45	
B	161	PREPARE PATIENTS FOR SPECIAL DIAGNOSTIC OR TREATMENT PROCEDURES (491)	51.28	1.74	.89	32.34	
C	9	FUNCTION IN ON-CALL STATUS (243)	48.72	1.54	.75	33.09	
A	147	REFER PATIENTS TO OUTPATIENT CLINIC (518)	46.15	1.91	.88	33.97	25

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STAGE = 410 KPATH ORDER FROM 1263 TO 1277 GP0410 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES 1996	TASKS 648	DUTIES 10	HRS 15

C=TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	100.00	.90	.90	.90	
A 15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	100.00	.82	.82	1.72	
A 83	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (289)	100.00	.75	.75	2.47	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	100.00	.80	.80	3.27	
B 17	ADMINISTER INTRAVENOUS INFUSIONS (26)	100.00	.60	.60	3.87	5
B 22	ADMINISTER NARCOTICS (32)	100.00	.69	.69	4.56	
B 27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	100.00	.55	.55	5.11	
B 30	ADMINISTER TOPICAL MEDICATIONS (42)	100.00	.51	.51	5.62	
B 52	ASSIST IN OBTAINING PAP (PAPANICOLAOU) SMEAR (82)	100.00	.89	.89	6.51	
B 65	ASSIST WITH VAGINAL EXAMINATIONS (103)	100.00	.92	.92	7.42	10
B 77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (124)	100.00	.78	.78	8.21	
B 78	COLLECT FOOD TRAYS OR SERVING UNITS (125)	100.00	.92	.92	9.13	
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (269)	100.00	.72	.72	9.85	
B 116	MEASURE AND RECORD INTAKE AND OUTPUT (326)	100.00	.60	.60	10.45	
B 181	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (567)	100.00	.67	.67	11.12	15
B 187	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	100.00	1.04	1.04	12.16	
D 23	WRITE DRUG ORDERS AS PRESCRIBED BY PHYSICIAN AND OBTAIN HIS SIGNATURE (640)	100.00	.65	.65	12.81	
E 1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (6)	100.00	.47	.47	13.28	
A 93	NOTIFY PHYSICIANS OF OUTDATED ORDERS (347)	93.33	.60	.56	13.84	
A 100	ORDER OR COORDINATE PATIENT DIETS WITH FOOD SERVICE (362)	93.33	.93	.87	14.70	20
A 102	ORIENT NEW PATIENTS TO HOSPITAL RULES AND FACILITIES (370)	93.33	.61	.57	15.27	
A 123	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (462)	93.33	.84	.78	16.05	
A 133	PREPARE OR MAINTAIN INPATIENT RECORDS (480)	93.33	.89	.83	16.89	
A 146	RECOPY PHYSICIANS' ORDERS (516)	93.33	.76	.71	17.60	
A 173	SUPERVISE THE SERVING OF FOOD TO PATIENTS (607)	93.33	1.00	.93	18.53	25

STAGE = 81 KRAFT ORDER FROM 1 TO 53 GP0081 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RNS & AIG NURSE

TASK	JOB DESCRIPTION	CASES 1996	TASKS 648	DUTIES 10	MBRS 53			
		CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS						TASK SEQ
		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS						NO
		AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING						
		PERCENT OF MEMBERS PERFORMING						
D-TSK		DUTY/TASK TITLE						
B	188	TAKE AND RECORD BLOOD PRESSURES (611)	92.45	1.42	1.31	1.31		
B	189	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (612)	92.45	1.35	1.25	2.56		
B	12	ADMINISTER FIRST AID (17)	90.57	1.50	1.35	3.92		
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	90.57	1.58	1.44	5.36		
B	25	ADMINISTER ORAL MEDICATIONS (36)	90.57	1.13	1.02	6.38		5
I	5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	88.68	.61	1.43	7.80		
G	1	ADMINISTER IMMUNIZATIONS (20)	86.79	.09	1.81	9.61		
B	35	APPLY BANDAGES (53)	84.91	1.21	1.02	10.64		
B	27	ADMINISTER SUBCUTANEOUS MEDICATIONS (39)	81.13	1.51	1.34	11.86		
B	161	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (499)	79.25	1.33	1.05	12.91		10
I	10	DEMONSTRATE NURSING PROCEDURES (169)	79.25	1.39	1.10	14.01		
B	15	ADMINISTER INTRADERMAL MEDICATIONS (23)	73.58	1.12	.82	14.84		
B	33	ADMINISTER TOPICAL MEDICATIONS (42)	71.70	1.10	.79	15.62		
E	3	ADMINISTER SKIN TESTS (38)	71.70	.93	.67	16.29		
B	13	ADMINISTER EYE DROPS (15)	69.81	.91	.64	16.93		15
A	144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	67.92	1.32	.90	17.83		
B	24	ADMINISTER NOSE DROPS (34)	67.92	.79	.54	18.37		
B	70	CHANGE DRESSINGS (112)	67.92	.93	.63	19.00		
A	21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	66.04	1.31	.87	19.87		
B	9	ADMINISTER EAR IRRIGATIONS (13)	66.04	.94	.62	20.49		20
G	13	DETERMINE IMMUNIZATION REQUIREMENTS (172)	66.04	1.59	1.05	21.54		
A	41	DIRECT OR SUPERVISE THE ADMINISTRATION OF DRUGS (199)	64.15	1.24	.80	22.34		
B	41	APPLY COLD BY ICE CAP OR COMPRESSES (59)	64.15	.88	.56	22.90		
A	179	SUPERVISE 902X0 OR 902X2 PERSONNEL (608)	62.26	1.66	1.03	23.94		
I	17	MONITOR OJT RECORDS (338)	62.26	1.76	1.10	25.03		25

JOB GROUP TYPE DESCRIPTIONS - RES & ANS NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	25

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 21	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (154)	100.00	1.28	1.28	1.28	
A 4	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (51)	96.00	1.28	1.22	2.50	
E 33	OBSERVE AND RECORD BEHAVIORAL REACTIONS OF PSYCHIATRIC PATIENTS (349)	96.00	1.88	1.80	4.30	
A 99	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (348)	92.00	1.17	1.07	5.38	
B 94	GIVE OR RECEIVE NURSING CHANGE-OF-SHIFT REPORTS (248)	92.00	1.32	1.21	6.59	5
B 99	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (264)	92.00	1.04	.95	7.54	
B 122	OBSERVE AND RECORD CONDITION OF PATIENTS (350)	92.00	1.83	1.68	9.22	
E 5	ASSIST WITH GROUP PSYCHOTHERAPY (96)	92.00	1.25	1.15	10.38	
A 15	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (116)	88.00	1.15	1.01	11.39	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	88.00	.90	.79	12.18	10
B 25	ADMINISTER ORAL MEDICATIONS (35)	88.00	1.13	1.00	13.17	
B 109	MAKE ENTRIES IN WARD CARDEXES (309)	88.00	1.42	1.25	14.42	
B 123	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (351)	88.00	1.81	1.59	16.02	
B 129	PARTICIPATE IN INFORMAL, UNSTRUCTURED DISCUSSIONS WITH PSYCHIATRIC PATIENTS (379)	88.00	1.77	1.56	17.57	
A 23	COORDINATE WITH WARDMASTER (INCHG) REGARDING PATIENT CARE (156)	84.00	1.14	.96	18.53	15
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	84.00	1.18	.99	19.53	
B 47	APPLY MECHANICAL RESTRAINTS TO PATIENTS (65)	84.00	1.02	.86	20.38	
B 81	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (159)	84.00	1.39	1.17	21.55	
B 95	IDENTIFY PERSONAL OR EMOTIONAL PROBLEMS OR NEEDS OF PATIENTS (259)	84.00	1.80	1.51	23.07	
B 130	PARTICIPATE IN PATIENT RECREATIONAL ACTIVITIES IN WARD OR HOSPITAL SETTING (380)	84.00	1.41	1.18	24.25	20
B 163	PREPARE PRESCRIBED MEDICATIONS (495)	84.00	1.19	1.00	25.24	
E 52	PLAN ACTIVITIES FOR PSYCHIATRIC PATIENTS (439)	84.00	1.38	1.16	26.40	
A 102	ORIENT NEW PATIENTS TO HOSPITAL RULES AND FACILITIES (370)	80.00	1.18	.95	27.35	
A 133	PREPARE OR MAINTAIN INPATIENT RECORDS (480)	80.00	1.42	1.14	28.49	
B 188	TAKE AND RECORD BLOOD PRESSURES (611)	80.00	.86	.69	29.18	25

STAGE = 217 KPATH ORDER FROM 1622 TO 1651 GP0217 PAGE 1

JOB GROUP TYPE DESCRIPTIONS - RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	30

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
A 27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS OR PERFORMANCE STANDARDS (162)	96.67	1.65	1.60	1.60	
A 129	PREPARE OFFICIAL CORRESPONDENCE (474)	93.33	1.48	1.39	2.98	
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	93.33	1.77	1.65	4.63	
B 132	PARTICIPATE IN RECRUITING ACTIVITIES (382)	90.00	1.79	1.61	6.24	
A 42	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (201)	86.67	1.50	1.30	7.55	5
A 58	EVALUATE SKILL LEVEL OF ASSIGNED NURSING PERSONNEL (229)	86.67	1.74	1.51	9.06	
A 107	PARTICIPATE IN STAFF MEETINGS (383)	86.67	1.71	1.49	10.54	
A 26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	83.33	1.41	1.17	11.72	
A 32	DETERMINE PERSONNEL REQUIREMENTS (176)	83.33	1.64	1.37	13.08	
A 34	DETERMINE WORK PRIORITIES (181)	83.33	1.75	1.46	14.54	10
A 179	SUPERVISE 902X0 OR 902X2 PERSONNEL (608)	83.33	1.67	1.39	15.93	
I 15	EVALUATE OJT (226)	83.33	1.78	1.48	17.42	
A 2	ADVISE AIR RESERVE FORCES NURSES (47)	80.00	1.76	1.40	18.82	
A 25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (158)	80.00	1.64	1.31	20.13	
A 55	EVALUATE DUTY PERFORMANCE OF NURSING SERVICE PERSONNEL (223)	80.00	1.92	1.54	21.67	15
A 115	PLAN OR SCHEDULE WORK ASSIGNMENTS FOR PERSONNEL (447)	80.00	1.65	1.32	22.99	
A 123	PREPARE OFFICER EFFECTIVENESS REPORTS (473)	80.00	1.58	1.27	24.25	
A 143	PROVIDE SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL (510)	80.00	1.39	1.11	25.37	
A 151	RESOLVE PERSONNEL PROBLEMS, INCIDENTS OR DISCIPLINARY MATTERS (528)	80.00	1.03	.82	26.19	
A 153	REVIEW PERFORMANCE OR EFFICIENCY REPORTS (532)	80.00	1.13	.90	27.10	20
I 25	RECOMMEND INDIVIDUALS FOR SPECIALIZED TRAINING (514)	80.00	1.10	.88	27.97	
B 104	INTERPRET NURSING PHILOSOPHY, AIMS OR PROGRAMS TO NURSING SERVICE PERSONNEL (279)	76.67	1.30	.99	28.97	
A 6	ASSIGN NURSES TO UNIT(S) (73)	73.33	1.72	1.26	30.23	
A 24	COORDINATE WORK ACTIVITIES WITH OTHER SECTIONS (157)	73.33	1.65	1.21	31.44	
A 28	DEFINE AREAS OF NURSING SERVICE RESPONSIBILITY (166)	73.33	1.45	1.07	32.50	25

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS
		1996	648	10	81

			CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....	PERCENT OF MEMBERS PERFORMING.....	TASK SEQ NO
D-TSK		DUTY/TASK TITLE					
A	63	EVALUATE UTILIZATION OF NURSING STAFF (235)	98.77	1.09	1.08	1.08	
B	104	INTERPRET NURSING PHILOSOPHY, AIMS OR PROGRAMS TO NURSING SERVICE PERSONNEL (279)	98.77	.99	.98	2.06	
A	60	EVALUATE THE QUALITY OF PATIENT CARE (232)	96.30	1.08	1.04	3.10	
A	144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	96.30	.99	.95	4.06	
A	25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (158)	95.06	.98	.94	4.99	5
A	28	DEFINE AREAS OF NURSING SERVICE RESPONSIBILITY (166)	95.06	.93	.89	5.88	
A	55	EVALUATE DUTY PERFORMANCE OF NURSING SERVICE PERSONNEL (223)	95.06	1.11	1.06	6.94	
A	57	EVALUATE THE PREPARATION OF NURSING RECORDS OR REPORTS (231)	95.06	.93	.88	7.82	
A	62	EVALUATE TIME SCHEDULES FOR WARD COVERAGE AND COORDINATE ADJUSTMENTS (234)	93.83	1.03	.97	8.79	
A	151	RESOLVE PERSONNEL PROBLEMS, INCIDENTS OR DISCIPLINARY MATTERS (528)	93.83	.77	.72	9.51	10
A	42	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (201)	92.59	1.10	1.02	10.53	
A	58	EVALUATE SKILL LEVEL OF ASSIGNED NURSING PERSONNEL (229)	92.59	.97	.90	11.43	
A	66	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (250)	92.59	.92	.86	12.29	
A	76	INTERPRET ADMINISTRATIVE POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (277)	92.59	.87	.80	13.09	
A	27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS OR PERFORMANCE STANDARDS (162)	91.36	.98	.90	13.99	15
A	47	DRAFT OR REVISE JOB DESCRIPTIONS (209)	91.36	.85	.78	14.77	
A	61	EVALUATE THE UTILIZATION OF WORK AREAS OR SPACE (233)	91.36	.78	.71	15.48	
A	107	PARTICIPATE IN STAFF MEETINGS (383)	91.36	.93	.85	16.33	
A	78	INTERPRET THE ROLE OF NURSING SERVICE TO OTHER DEPARTMENTS OR SERVICES (284)	90.12	.86	.78	17.11	
A	150	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (527)	90.12	.76	.69	17.80	20
A	153	REVIEW PERFORMANCE OR EFFICIENCY REPORTS (532)	90.12	.98	.88	18.68	
A	26	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (161)	88.89	.92	.82	19.50	
A	45	DISTRIBUTE ADMINISTRATIVE COMMUNICATIONS (207)	88.89	.91	.81	20.31	
A	51	ESTABLISH OR EVALUATE PERFORMANCE STANDARDS FOR NURSING CARE (218)	88.89	.94	.83	21.14	
A	67	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (251)	88.89	.89	.79	21.93	25

STAGE = 94 KPATH ORDER FROM 1739 TO 1752 GP0094 PAGE 1

JOB GROUP TYPE DESCRIPTIONS = RES & ANG NURSE

TASK	JOB DESCRIPTION	CASES 1996	TASKS 648	DUTIES 10	MBRS 14

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING	PERCENT OF MEMBERS PERFORMING	TASK SEQ NO
I 5	CONDUCT OJT (ON-THE-JOB-TRAINING) (135)	92.86	2.40	2.23	2.23	
I 10	DEMONSTRATE NURSING PROCEDURES (169)	92.86	1.65	1.53	3.76	
I 17	MONITOR OJT RECORDS (338)	92.86	2.96	2.75	6.51	
I 15	MAINTAIN TRAINING RECORDS (305)	85.71	2.63	2.26	8.77	
B 16	ADMINISTER INTRAMUSCULAR MEDICATIONS (24)	78.57	.55	.43	9.20	5
B 193	TAKE AND RECORD BLOOD PRESSURES (611)	78.57	.51	.40	9.59	
I 4	CONDUCT FORMAL CLASSROOM TRAINING (131)	78.57	1.80	1.42	11.01	
I 13	OBTAIN TRAINING AIDS, SPACE OR EQUIPMENT (357)	78.57	1.81	1.42	12.43	
A 22	COORDINATE WITH WARDMASTER (NCOIC) REGARDING ADMINISTRATIVE MATTERS (155)	71.43	1.64	1.17	13.60	
A 142	PREPARE UNIT RECORDS, GRAPHS, REPORTS OR STUDIES (504)	71.43	2.48	1.77	15.37	10
A 144	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (512)	71.43	1.44	1.03	16.39	
I 1	ADMINISTER WRITTEN, ORAL OR PERFORMANCE EXAMINATIONS (46)	71.43	1.72	1.23	17.62	
I 15	EVALUATE OJT (226)	71.43	2.43	1.74	19.36	
A 23	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (156)	64.29	1.47	.95	20.30	
A 27	COUNSEL PERSONNEL ON PROFESSIONAL EVALUATIONS OR PERFORMANCE STANDARDS (162)	64.29	1.54	.99	21.30	15
A 55	EVALUATE DUTY PERFORMANCE OF NURSING SERVICE PERSONNEL (223)	64.29	1.72	1.10	22.40	
A 58	EVALUATE SKILL LEVEL OF ASSIGNED NURSING PERSONNEL (229)	64.29	2.12	1.36	23.76	
A 177	SUPERVISE 902X0 OR 902X2 PERSONNEL (608)	64.29	2.14	1.38	25.14	
B 109	MAKE ENTRIES IN WARD CARDEXES (309)	64.29	.55	.36	25.49	
I 7	CONSTRUCT TRAINING AIDS (144)	64.29	1.68	1.08	26.57	20
I 14	EVALUATE FORMAL CLASSROOM TRAINING (225)	64.29	1.96	1.26	27.83	
I 24	PREPARE TRAINING REPORTS (503)	64.29	2.75	1.77	29.61	
A 2	ADVISE AIR RESERVE FORCES NURSES (47)	57.14	1.36	.78	30.38	
A 25	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (158)	57.14	1.74	1.00	31.38	
A 107	PARTICIPATE IN STAFF MEETINGS (383)	57.14	1.42	.81	32.19	25

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